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Average Faculty Salaries at 1,900 Colleges: See Page 15

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News Summary

Articles on inside pages

A newly elected officer of the Southern Baptist Convention has criticized two Baylor University professors—one for his religious beliefs and the other for his scientific views. Story on Page 3.

Robert Coles disagrees with social scientists who say children are traumatized by the threat of nuclear war. Story on Page 5.

Computer manufacturers have been asked by a consortium of universities to develop microcomputers for education that can all use the same software. Story on Page 12.

The Administration's choice of seven new members for the National Endowment for the Humanities' advisory council has been attacked. Story on Page 13.

A coalition of education associations has asked the Administration to raise the limit on guaranteed loans for students at expensive graduate schools. Story on Page 13.

Two education leaders in Congress have charged the Education Department with trying to change a longstanding procedure for disbursing Pell Grants. Story on Page 14.

A former lecturer at the University of Sarajevo has been sentenced to prison for "posing as a counter-revolutionary threat" to Yugoslav society. Story on Page 23.

Faculty members at Simon Fraser University in British Columbia have accepted a pay reduction for the coming year. Story on Page 23.

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Football Powers Spurn NCAA's TV Proposal; Big 10 and Pac-10 Won't Join Alternate Plan

Byers warns that networks, not colleges, are now in control

CHRONICLE PHOTOGRAPH BY JOHN C. PHILLIPS

The N.C.A.A.'s Walter Byers, telling member institutions last week: "College football is in a buyer's market, it is not in a seller's market."

By CHARLES S. FARRELL

CHICAGO

The National Collegiate Athletic Association last week lost its bid to maintain a role in negotiating television contracts for college football. Members of its top competitive section, Division I-A, voted to reject a new plan for televising games that the association put forth.

A day after that action, taken at a meeting of I-A and I-AA representatives here, the Big 10 and Pacific-10 Conferences announced that they would not join in a coalition with the College Football Association to televise football games, preferring to negotiate their own pact. The C.F.A., composed of 63 major football powers, vowed to proceed with its own plan.

However, Walter Byers, executive director of the N.C.A.A., predicted that the television networks, not the colleges, would dictate what games would be seen on television. It is probable, he said, that the N.C.A.A. has lost forever its control over televised college football.

The association's 33-year monopoly was ended late last month when the Supreme Court ruled that the exclusive control it demanded was in violation of federal anti-trust laws. But the Supreme Court ruling did not directly prohibit the N.C.A.A. from developing a new, voluntary plan, provided it passed the scrutiny of U.S. District Court Judge Juan G. Burciaga in Oklahoma City.

In a decision that eventually led to the Supreme Court ruling, Judge Burciaga struck down the association's contracts with television networks two years ago, after the Universities of Georgia and Oklahoma challenged them.

The N.C.A.A. responded to the Supreme Court's ruling with a plan that would have created a time slot on Saturdays reserved for national telecasts of football games,

Continued on Page 21, Column 1

Negotiations on Scholarly Exchanges with Soviets Will Resume Soon, State Department Announces

WASHINGTON

State Department officials said last week that negotiations would resume shortly with the Soviet Union over a new agreement for cultural, scientific, and scholarly exchanges between the two countries.

"We have provided the Soviets with a proposed text for a new agreement and expect formal negotiations to begin in the near future," the spokesman said. The discussions are to be held in Moscow under the supervision of Arthur A. Hartman, U.S. Ambassador to the Soviet Union.

The announcement of plans to resume negotiations came less than two weeks after President Reagan told a group of scholars attending a meeting on Soviet-American exchanges that "nothing is more worthy of our attention than finding ways to reach out and establish better communication with the people and the government of the Soviet Union."

Expired in 1979

Administration officials indicated last August that the United States was prepared to resume negotiations on the agreement, but the plans were abandoned in September after the destruction of a South Korean airliner that had strayed into Soviet airspace.

The "umbrella" agreement on exchanges between the two countries was first signed in 1958, and many of the subsequent cultural, educational, and scientific and technical exchanges were organized under it.

The agreement expired in 1979 and has never been renewed, at least in part because of U.S. displeasure over the Soviet invasion of Afghanistan, the arrest in 1980 of Andrei D. Sakharov, and Russian support for Poland's military government. While some scientific and scholarly exchanges have continued since the expiration, there have been no exchanges of performing-arts or cultural groups since 1979.

—MALCOLM G. SCULLY

College Business Officers Fault TIAA, Eye Flexible Pensions

By ROBERT L. JACOBSON

CHICAGO

Leaders of the National Association of College and University Business Officers, adopting a committee report that strongly criticized the Teachers Insurance and Annuity Association and the College Retirement Equities Fund, agreed last week to help colleges and universities develop more-flexible alternatives for their employees' retirement savings.

The action, by NACUBO's board of directors, came at the association's annual meeting here. It was the first such move by a national organization in higher education since the development of widespread dissatisfaction with T.I.A.A.-C.R.E.F. programs and policies over the past several years.

In a brief statement issued in New York, the companies said the NACUBO report would receive "careful review" by their officials and by a special committee that their boards of trustees created earlier this year to consider future goals.

The business officers' main concern was the apparent refusal of the two huge pension companies to expand the range of choices for longstanding participants, who have already contributed billions of dollars to their fixed and variable annuity plans and who may wish to move some of that "old money"—including earnings—into other investment vehicles.

Participants in T.I.A.A. and C.R.E.F. include about 350,000 faculty members and other employees at about 1,500 colleges and universities.

Recently the companies, whose com-

Continued on Page 20, Column 1

Agriculture Research and Public Policy

Agriculture colleges are broadening traditional areas of research to include social-policy topics, including costs and benefits of various agricultural practices. Story on Page 9.

FACT-FILE

Average 1983-84 Salaries for Full-Time Faculty Members at More than 1,900 U.S. Colleges and Universities

The following table shows 1983-84 average faculty salaries, reported in thousands of dollars, at 1,972 colleges and universities.

The figures were collected, processed and tabulated for the American Association of University Professors by Maryse Eymonerie Associates, McLean, Va.

The table shows average salaries by rank for full-time members of the instructional staff, excluding faculty members in preclinical and clinical medicine.

The salary figures, which have been adjusted to a nine-month basis, do not include fringe benefits.

A table showing national average salaries and average salary increases by rank, and by type and control of institution, was published in the June 20 issue of *The Chronicle*.

The designations I, IIA, IIB, IIC, III, and IV are defined in the rating table on the right. The ratings show the percentile distributions of salaries for each academic rank. Institutions in category IV do not have standard academic ranks. Average salaries at those institutions are listed in the column headed "Inst" (instructors).

A blank space indicates that an institution has no faculty members at that rank. A dash indicates that five or fewer faculty members hold that rank; to protect the confidentiality of individual salaries, those figures are not published by the association. An asterisk denotes church-related institutions that reported salaries for lay faculty members only. The table omits footnotes qualifying the figures reported by some institutions.

The full salary report, which includes fringe-benefit figures and average salaries by rank and sex, may be purchased for $25 (prepaid) from the American Association of University Professors, 1012 14th Street, N.W., Suite 500, Washington 20005.

ALABAMA

	Prof	Assoc Prof	Asst Prof	Inst
Alabama A&M U, IIA	28.4	25.4	21.5	17.0
Alabama St U, IIA	28.0	25.4	21.4	17.8
Alexander City St JC, IV				21.8
Athens St C, IIB	29.1	26.1	23.0	
Auburn U, I	34.8	27.3	22.7	16.9
Birmingham-Southern C, IIB	27.4	21.5	20.7	—
Brewer St JC, IV				21.1
Chattahoochee Valley CC, IV				21.6
Concordia C, III			12.5	—
Faulkner St JC, IV				22.1
George C Wallace St CC				
Dothan, IV				22.2
Selma, IV				21.7
Huntingdon C, IIB	23.4	21.1	18.6	15.3
Jacksonville St U, IIA	29.7	28.7	23.4	20.7
Jefferson St JC, IV				22.7
John C Calhoun St CC, IV				21.7
Judson C, IIB	23.2	—	19.8	—
Livingston U, IIB	24.3	19.2	16.6	14.6
Lurleen Wallace St JC, IV				20.4
Mobile C, IIC	20.1	18.3	16.3	14.7
NE Alabama St JC, IV				21.3
NW Alabama St JC, IV				20.9
Oakwood C, IIB	17.4	16.7	15.5	14.4
Southeastern Bible C, IV				10.4
Spring Hill C*, IIB	28.8	22.5	19.5	—
Stillman C, IIB	—	17.0	16.8	13.5
Talladega C, IIB	—	17.7	16.4	—
Troy St U, IIA	30.3	23.5	21.0	16.0
Dothan-Ft Rucker, IIA	—	24.6	23.0	—
Montgomery, IIA	18.1	22.7	20.2	—
Tuskegee Inst, IIA	27.1	22.4	19.1	15.6
U of Alabama, I	36.5	27.6	23.0	16.1
Birmingham, I	36.5	27.6	22.2	18.1
Huntsville, IIA	35.7	27.5	21.9	18.1
U of Montevallo, IIA	26.9	23.8	20.8	14.6
U of South Alabama, IIA	31.6	25.5	22.2	19.8
Wallace St CC at Hanceville, IV				20.6

ALASKA

	Prof	Assoc Prof	Asst Prof	Inst
Alaska Pacific U, IIC	—	27.3	24.3	—
U of Alaska				
Anchorage, IIA	53.4	42.0	34.3	28.5
Fairbanks, IIA	59.4	46.9	38.2	31.6
Juneau, IIB	—	43.1	35.5	—
Anchorage CC, IV				40.2
Kenai Peninsula CC, IV				39.0
Ketchikan CC, IV				32.6
Kodiak CC, IV				42.0
Kuskokwim CC, IV				46.7
Matanuska-Susitna CC, IV				36.1
Prince William Sound CC, IV				37.4
Tanana Valley CC, IV				39.9

ARIZONA

	Prof	Assoc Prof	Asst Prof	Inst
American Grad Sch of Intl Management, IIC	32.4	27.0	24.6	—
Arizona St U, I	40.5	31.0	25.0	19.5
Arizona Western C, IV				23.6
Cochise C, IV				21.8
C of Ganado, III		—	—	14.5
Eastern Arizona C, IV				24.9
Grand Canyon C, IIB	26.0	21.7	17.8	
Maricopa County CC				
Glendale CC, IV				34.3
Maricopa Tech CC, IV				32.3
Mesa CC, IV				33.9
Phoenix C, IV				34.4
Scottsdale CC, IV				33.4
So Mountain CC, IV				26.5
Mojave CC, IV				22.5
Navajo CC, IV				18.8
Nothern Arizona U, IIA	36.2	29.3	24.1	19.7
Pima CC, IV				24.8
U of Arizona, I	41.8	31.0	25.3	23.1
Yavapai C, IV				26.9

ARKANSAS

	Prof	Assoc Prof	Asst Prof	Inst
Arkansas C, IIB	28.8	23.6	21.6	—
Arkansas St U at Beebe, III		—	21.3	—
Arkansas Tech U, IIB	26.4	23.6	21.5	18.5
Central Baptist C, IIC	19.0	—	—	—
C of the Ozarks, IIB	18.5	16.6	15.2	—
Garland County CC, IV				17.4
Harding U, IIB	24.6	21.0	18.1	—
Hendrix C, IIB	29.2	24.7	20.6	
Mississippi County CC, IV				17.1
Ouachita Baptist U, IIA	28.7	24.0	20.1	17.0
Southern Arkansas U, IIA	27.3	24.3	21.3	15.4
Southern Baptist C, IV				11.7
U of Arkansas, I	34.1	26.6	22.5	17.4
Little Rock, IIA	34.3	26.5	21.8	18.0
Pine Bluff, IIB	26.3	23.2	20.6	16.5
U of Central Ark, IIA	30.2	25.4	21.3	18.9

CALIFORNIA

	Prof	Assoc Prof	Asst Prof	Inst
Allan Hancock C, IV				27.5
American Baptist Sem of the West, IIC	26.4			
Antelope Valley C, IV				29.4
Barstow C, IV				33.5
Biola U, IIA	28.7	24.0	19.5	16.8
Cal Baptist C, IIB	24.7	20.2	17.5	—
Cal C of Arts & Crafts, IIC	21.9	18.7		
Cal C of Podiatric Med, IIC	38.0	30.5	—	
Cal Inst of the Arts, IIC				23.9
Cal Inst of Tech, I	52.3	36.4	31.4	16.7
Cal Lutheran C, IIA	31.2	25.1	20.5	19.2
Cal Maritime Acad, IIC	—	25.8	23.5	—
California St U's				
Bakersfield, IIA	36.6	28.7	22.8	—
Chico, IIA	36.8	28.0	23.0	—
Dominguez Hills, IIA	36.2	28.0	23.1	—
Fresno, IIA	37.0	28.2	22.8	20.3
Fullerton, IIA	36.9	28.7	22.9	—
Hayward, IIA	36.8	28.4	23.1	20.0
Humboldt, IIA	36.6	28.1	23.4	—
Long Beach, IIA	37.2	28.8	23.0	21.0
Los Angeles, IIA	36.8	28.5	23.4	—
Northridge, IIA	36.9	28.3	23.4	20.6
Poly St U at San Luis Obispo, IIA	36.2	28.3	23.3	20.9
Sacramento, IIA	36.7	28.3	23.3	20.4
San Bernardino, IIA	36.0	28.2	23.1	—
San Diego St U, IIA	37.3	28.8	23.7	21.1
San Francisco St U, IIA	36.9	27.7	22.9	20.0
San Jose St U, IIA	37.1	28.3	23.2	20.7
Sonoma St U, IIA	36.9	28.9	23.3	—
Stanislaus, IIA	36.9	28.2	22.6	20.6
St Poly U at Pomona, IIA	36.7	27.7	23.0	
California Western Sch of Law, IIC	49.0	41.0	—	
Cerritos C, III	37.4	33.5	31.7	29.3
Cerro Coso CC, III	31.2	29.7	—	
Chabot C, IV				35.0
Chapman C, IIA	32.8	26.7	21.9	
Christ C Irvine, IIB	22.4	—	17.3	
Christian Heritage C, IIB	—	19.2	—	
Church Divinity Sch of the Pacific, IIB	31.3	—		
Claremont Grad Sch, I	46.6	32.9	27.0	
Claremont McKenna C, IIB	39.3	29.1	24.7	—
Coast CC District				
Golden West C, IV				34.8
Orange Coast C, IV				35.1
C of the Desert, III	33.7	30.6	23.7	—
C of Marin, IV				33.5
C of Notre Dame, IIA	28.0	20.3	16.9	—
C of the Redwoods, IV				31.9
C of the Siskiyous, IV				27.5
Contra Costa CC System				
Contra Costa C, IV				34.8
Diablo Valley C, IV				35.5
Los Medanos C, IV				32.4
Cuesta C, IV				32.8
Cuyamaca C, IV				28.3
Cypress C, IV				32.8
Feather River C, IV				25.0

CALIFORNIA—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Fuller Theol Sem, IIC	28.1	23.9	23.1	—
Fullerton C, IV				34.4
Glendale CC, IV				31.9
Grossmont C, IV				30.3
Hartnell C, IV				30.9
Harvey Mudd C, IIC	43.3	—	26.4	—
Holy Names C, IIA	—	21.4	18.3	—
Indian Valley C, IV				31.5
Lake Tahoe CC, IV				28.3
Laney C, IV				30.8
Loma Linda U, IIC	22.4	21.5	19.8	18.4
LA Baptist C, IIB	—	20.0	—	16.1
LA C of Chiropractic, IIC	25.6	—	—	15.0
LA CC District				
American River C, IV				31.3
Consumnes River C, IV				31.1
Sacramento City C, IV				31.4
Loyola Marymount U, IIA	42.2	30.9	25.1	—
Menlo C, IV				28.0
Merced C, IV				32.7
Mills C, IIA	38.0	27.5	21.0	—
Mira Costa C, IV				33.7
Monterey Inst of Intl Studies, IIA	—	23.7	20.0	16.2
Monterey Peninsula C, IV				29.3
Mt Saint Mary's C, IIB	28.0	23.1	20.1	17.3
Mt San Jacinto C, IV				31.1
Napa C, IV				27.1
Naval Postgrad Sch, IIC	42.7	32.6	25.7	
New C of California, IIB				11.5
Occidental C, IIB	38.0	29.2	23.5	22.0
Ohlone C, III	34.5	32.3	28.9	27.2
Otis Art Inst of Parsons Sch of Design, IV				27.5
Pacific Christian C, IIC	24.0	—	—	
Pacific Oaks C, IIA				16.2
Pacific Sch Religion, IIC	29.4	—	—	
Pacific Union C, IIB	23.1	22.2	20.9	19.2
Palmer C of Chiropractic-West, IIC		—	—	20.2
Palo Verde C, IV				25.7
Pepperdine U, IIA	39.9	31.4	26.6	24.7
Point Loma C, IIB	28.5	22.9	18.3	16.3
Pomona C, IIB	40.9	30.2	24.3	—
Porterville C, III	33.0	28.0	25.3	—
Riverside City C, IV				32.7
St Mary's C of Cal*, IIA	36.1	27.8	22.7	—
San Diego CC District				
San Diego City C, IV				29.2
San Diego Mesa C, IV				30.1
San Diego Miramar C, IV				27.4
San Fran Theol Sem, IIC	30.3	—	—	
San Joaquin Delta C, IV				36.3
Santa Barbara City C, IV				28.8
Scripps C, IIB	35.5	26.7	21.5	—
Southern Cal C, IIB	30.0	26.4	23.4	—
Southwestern C, IV				32.6
Stanford U, I	54.6	38.0	29.9	
Taft C, IV				34.2
U of California				
Berkeley, I	45.2	29.5	25.2	
Davis, I	40.3	28.1	23.2	
Hastings C Law, IIC	56.7	—	—	
Irvine, I	41.9	28.9	24.5	
Los Angeles, I	43.5	29.3	24.6	
Riverside, I	39.5	27.4	22.5	
San Diego, I	42.1	28.2	23.3	
San Francisco, IIC	46.3	33.3	31.7	—
Santa Barbara, I	40.8	28.6	23.7	
Santa Cruz, I	40.1	27.6	22.5	—
U of La Verne, IIA	31.1	23.4	18.2	
U of the Pacific, IIA	35.6	28.4	24.0	26.5
U of Redlands, IIA	34.0	27.1	24.1	—
U of San Diego*, IIA	40.6	28.2	24.0	—
U of San Francisco, IIA	45.2	34.0	28.6	19.8
U of Southern Cal, I	48.3	33.5	27.6	25.8
Ventura County CC				
Moorpark C, IV				32.0
Oxnard C, IV				30.5
Ventura C, IV				31.7
Victor Valley C, IV				30.2
West Hills C, IV				31.3
West Valley C, IV				31.7
Westmont C, IIB	27.3	22.5	19.4	—
Whittier C, IIA	33.3	27.1	21.7	19.5
World C West, III	18.1			

COLORADO

	Prof	Assoc Prof	Asst Prof	Inst
Adams St C, IIA	30.5	24.8	22.2	—
Arapahoe CC, IV				22.9
Blair JC, IV				9.9
Colorado C, IIB	40.9	29.8	21.5	—
Colorado Mountain C, III	25.9	22.5	19.4	—
Colo NW CC, IV				26.5
Colo Sch of Mines, IIC	40.5	30.5	25.1	24.3
Colorado St U, I	35.8	28.2	24.4	19.8
Colorado Tech C, IIC	—	13.6	13.3	11.9
CC of Denver				
Auraria, IV				22.3
North, IV				23.0
Red Rocks, IV				22.7
Denver Conservative Baptist Theol Sem, IIC	21.4	18.5	—	
Lamar CC, IV				17.2
Mesa C, IIB	27.6	24.4	19.6	17.3
Metropolitan St C, IIB	31.0	25.6	22.2	18.7
Nazarene Bible C, III	19.4	—	—	
Northeastern JC, IV				23.6
Otero JC, IV				22.3
Parks College, IV				12.2
Pikes Peak CC, IV				23.1
Pueblo Vocational CC, IV				21.9
Regis C, IIB	29.9	24.4	19.4	—
Trinidad St JC, IV				20.9
U of Colorado				
Boulder, I	36.6	28.6	25.3	19.9
Colorado Springs, IIA	34.5	28.4	23.5	19.9
Denver, IIA	35.5	28.4	24.7	20.4
Health Science Center, IIC	38.3	31.9	26.1	23.0
U of Denver, I	37.3	27.9	23.9	23.0
U of Northern Colo, I	31.9	24.6	21.2	18.5
U of Southern Colo, IIB	31.4	27.1	22.3	—
Western Bible C, IIC		—	24.5	—
W St C of Colorado, IIA	30.8	24.4	20.6	15.4

AAUP Rating Scale

Category I: Doctoral Institutions

	1 +	1	2	3	4
Professor	$50,350	$45,110	$41,400	$39,130	$36,460
Associate professor	34,830	32,550	30,600	29,290	27,640
Assistant professor	28,470	25,920	25,040	24,220	23,060
Instructor	23,750	21,560	19,840	18,770	17,320

Category IIA: Comprehensive Institutions

	1 +	1	2	3	4
Professor	$40,830	$36,930	$35,070	$32,520	$30,160
Associate professor	31,700	29,690	27,960	26,820	24,800
Assistant professor	26,450	24,110	23,150	22,320	20,870
Instructor	22,540	20,450	19,180	18,130	16,870

Note: Institutions that are characterized by diverse post-baccalaureate programs, but do not engage in significant doctorate-level education.

Category IIB: Baccalaureate Institutions

	1 +	1	2	3	4
Professor	$38,030	$32,470	$29,130	$26,470	$23,420
Associate professor	29,820	26,780	24,340	22,120	19,880
Assistant professor	24,320	22,010	20,500	19,070	17,520
Instructor	21,500	19,080	17,580	16,250	14,900

Category IIC: Specialized Institutions

	1 +	1	2	3	4
Professor	$45,870	$36,190	$29,340	$25,180	$21,270
Associate professor	35,410	30,500	25,260	[illegible]	18,990
Assistant professor	29,000	25,070	21,770	[illegible]	17,040
Instructor	24,890	20,110	17,860	15,860	13,600

Category III: 2-Year Institutions with Academic Ranks

	1 +	1	2	3	4
Professor	$36,210	$33,440	$29,900	$27,200	$24,690
Associate professor	32,190	28,430	25,880	24,080	21,290
Assistant professor	26,970	23,860	22,000	20,480	18,470
Instructor	23,750	20,330	18,790	17,180	15,620

Category IV: 2-Year Institutions Without Academic Ranks

1 +	1	2	3	4
$33,750	$27,470	$23,810	$20,800	$17,430

Note: Scales are based on actual distributions of institutions by average salary in 1983-84. Percentile rankings are as follows: 1 + = 95th percentile; 1 = 80th percentile; 2 = 60th percentile; 3 = 40th percentile; 4 = 20th percentile. An average salary of $43,000 for the rank of professor in Category I institutions would be rated 2 because it falls between the 60th and 80th percentiles or is higher than $41,400 but less than $45,110.

CONNECTICUT

	Prof	Assoc Prof	Asst Prof	Inst
Albertus Magnus C, IIB	25.7	22.5	18.9	—
Asnuntuck CC, III	—	24.2	—	—
Central Conn St U, IIA	37.2	28.6	25.8	21.2
Connecticut C, IIA	35.2	27.6	21.5	—
Eastern Conn St U, IIB	36.5	29.3	23.4	—
Fairfield U, IIA	35.6	29.8	25.2	—
Greater Hartford CC, III	30.1	26.9	22.8	—
Greater New Haven Tech C, III		—	24.2	22.9
Hartford Grad Center, IIC	31.8	28.0	27.5	
Hartford Seminary, IIC	24.8			
Manchester CC, III	29.9	25.4	22.7	19.9
Mattatuck CC, III	25.9	28.2	24.4	—
Middlesex CC, III	29.7	26.6	24.4	—
NW Connecticut CC, III	32.0	26.0	—	19.4
Post C, III	—	24.5	19.4	—
Quinnipiac C, IIB	35.0	28.5	22.8	—
Sacred Heart U, IIB	31.2	25.2	20.0	17.8
Saint Joseph C, IIB	27.1	23.0	20.5	16.9
South Central CC, III	28.7	25.9	21.4	—
Southern Conn St U, IIA	37.4	30.1	26.5	22.6
Thames Valley St Tech C, III	33.8	28.4	24.3	—
Trinity C, IIA	42.1	30.5	22.9	—
US Coast Guard Acad, IIC	44.6	35.4	—	
U of Bridgeport, IIA	40.8	31.6	26.7	23.1
U of Connecticut, I	44.5	32.2	26.7	23.5
U of Hartford, IIA	35.0	27.9	23.4	—
U of New Haven, IIA	31.4	27.7	22.4	—
Waterbury St Tech C, III	34.3	30.0	26.4	—
Wesleyan U, IIA	43.0	30.1	23.7	22.0
W Connecticut St C, IIA	35.5	28.9	24.6	18.8
Yale U, I	52.1	31.9	25.1	20.7

DELAWARE

	Prof	Assoc Prof	Asst Prof	Inst
Delaware St C, IIB	33.4	26.0	22.2	17.8
Delaware Tech & CC				
Southern, IV				23.2
Stanton-Wilmington, IV				22.8
Terry, IV				21.8
Goldey Beacom C, IIC	—	21.5	20.2	—
U of Delaware, I	43.4	30.6	24.6	20.1

DISTRICT OF COLUMBIA

	Prof	Assoc Prof	Asst Prof	Inst
American U, I	38.5	29.1	25.6	22.2

DISTRICT OF COLUMBIA—Cont.

	Prof	Assoc Prof	Asst Prof	Inst
Catholic U, I	35.3	27.6	22.2	18.2
Corcoran Sch of Art, IIC	—	20.6	17.8	
Gallaudet C, IIA	38.6	31.8	24.7	19.4
George Washington U, I	44.7	32.2	25.2	18.8
Georgetown U, I	51.1	35.0	25.7	19.6
Howard U, I	40.1	30.9	25.3	21.4
Mt Vernon C, IIB	—	—	21.1	—
Strayer C, IIC	—	24.9	19.9	17.0
Trinity C, IIB	29.8	22.8	18.4	—
U of District of Columbia, IIA	41.1	32.9	26.8	23.4
Wesley Theol Sem, IIC	33.0	—	—	—

FLORIDA

	Prof	Assoc Prof	Asst Prof	Inst
Art Inst of Ft Lauderdale, IV				15.6
Barry U, IIA	28.5	24.1	20.4	—
Bethune Cookman C, IIB	22.5	22.9	18.2	16.6
Saint Thomas of Villanova U*, IIB	21.6	20.8	18.5	15.8
C of Boca Raton, III		20.6	22.1	14.3
Eckerd C, IIB	28.5	23.5	20.5	
Edward Waters C, IIB		16.0	15.1	—
Florida A&M U, IIA	32.1	27.1	22.2	17.3
Florida Inst of Tech, IIA	30.8	26.1	20.8	15.4
Florida International U, IIA	36.5	27.9	23.6	17.9
Florida St U, I	37.8	27.0	22.8	20.4
Hillsborough CC, III	25.1	20.4	15.8	14.7
Jacksonville U, IIB	24.4	19.3	18.1	—
Lake-Sumter CC, IV				21.2
Miami-Dade CC, III	28.1	23.3	19.0	16.0
Morris JC of Bus, IV				8.2
Nova U, I	42.6	35.2	25.0	
Okaloosa-Walton JC, IV				23.6
Saint Johns River CC, IV				18.3
Saint Leo C*, IIB	26.2	19.0	16.7	—
SE C of Assemblies of God, IIC	23.6	19.8	19.4	—
Stetson U, IIA	32.0	24.6	21.8	15.4
Tampa Tech Inst, III	19.9	16.4	13.2	
U of Central Fla, IIA	36.2	28.3	23.6	17.6
U of Florida, I	39.9	29.6	25.9	18.5
U of Miami, I	39.9	29.7	23.9	20.4

Continued on Following Page

FACT-FILE—Continued

FLORIDA—Continued

	Prof	Assoc Prof	Asst Prof	Inst
U of North Florida, IIA	36.3	27.6	23.0	16.4
U of South Florida, I	37.0	27.9	23.3	21.2
U of Tampa, IIB	30.1	23.2	18.9	—
U of West Florida, IIA	34.2	27.7	22.9	19.6
Webber C, III	—	18.0	—	

GEORGIA

	Prof	Assoc Prof	Asst Prof	Inst
Abraham Baldwin Ag C, III	29.4	24.6	22.0	19.0
Agnes Scott C, IIB	30.3	25.2	20.4	—
Albany JC, III	—	25.5	22.1	—
Atlanta JC, III	—	25.3	22.6	—
Atlanta U, IIA	29.2	23.8	21.5	—
Augusta C, IIA	35.5	27.9	22.0	19.2
Bainbridge JC, III		24.9	20.9	—
Brewton-Parker C, III		16.6	12.8	—
Brunswick JC, III	—	27.0	21.1	17.2
Clark C, IIB	27.6	20.9	17.1	14.9
Clayton JC, III	28.2	24.4	22.5	20.8
Columbus C, IIA	30.9	26.7	22.0	19.1
Floyd JC, III	32.9	24.5	21.2	17.1
Gainesville JC, III	28.0	25.1	20.8	18.2
Georgia C, IIA	31.3	25.6	21.4	17.9
Georgia Inst of Tech, IIC	44.8	32.9	28.8	23.3
Georgia Southern C, IIA	32.9	27.5	22.1	16.0
Georgia SW C, IIA	31.3	27.7	22.3	18.9
Georgia St U, I	42.1	31.1	25.3	18.2
Kennesaw C, IIB	36.0	29.2	24.7	20.2
La Grange C, IIB	27.0	23.7	19.6	—
Macon JC, III	—	25.9	22.1	16.4
Mercer U, IIB	37.2	28.2	22.3	18.8
Atlanta, IIB	24.8	22.2	19.8	18.1
S Sch of Pharmacy, IIC	—	23.3	21.3	
North Georgia C, IIA	31.2	26.1	23.0	18.3
Oglethorpe U, IIB	32.4	23.0	19.3	
Paine C, IIB	—	22.0	19.1	18.1
Savannah St C, IIB	33.3	26.1	23.0	20.2
South Georgia C, III	—	27.3	23.0	19.1
Spelman C, IIB	29.0	23.2	19.4	16.2
Thomas County CC, III	—	—	17.1	
Toccoa Falls C, IIC	—	—	16.3	—
U of Georgia, I	43.6	31.1	24.3	18.2
Valdosta St C, IIB	32.5	26.9	23.4	19.0
Waycross JC, III		—	22.1	—
Wesleyan C, IIB	21.3	19.0	18.6	—
West Georgia C, IIA	32.9	27.0	22.7	17.1

HAWAII

	Prof	Assoc Prof	Asst Prof	Inst
Chaminade U, IIB	24.2	20.2	19.4	14.4
Hawaii Loa C, IIB	—	20.4	17.7	—
Hawaii Pacific C, IIC	—	26.6	20.6	9.0
U of Hawaii				
Hilo, IIB	34.1	27.2	22.1	—
Honolulu CC, IV				25.1
Kapiolani CC, IV				26.9
Kauai CC, IV				24.6
Leeward CC, IV				25.9
Manoa, I	37.9	28.8	23.3	19.6
Maui CC, IV				25.6
West Oahu C, IIB	—	24.2	—	—
Windward CC, IV				24.6

IDAHO

	Prof	Assoc Prof	Asst Prof	Inst
Boise St U, IIA	29.1	24.6	21.1	18.1
C of Idaho, IIB	24.9	25.8	17.5	
C of Southern Idaho, III	25.6	22.2	20.5	22.5
Idaho St U, IIA	29.1	24.2	20.4	19.4
Lewis-Clark St C, IIB	26.5	23.2	20.1	—
NW Nazarene C, IIB	24.4	19.8	—	15.8
U of Idaho, I	32.6	26.2	22.6	—

ILLINOIS

	Prof	Assoc Prof	Asst Prof	Inst
Augustana C, IIB	35.7	28.4	22.8	18.9
Aurora C, IIB	28.3	24.3	21.3	
Barat C, IIB	19.0	—	15.7	12.7
Belleville Area C, IV				30.3
Black Hawk C				
East campus, III	—	24.5	19.7	—
Quad-Cities, III	31.4	26.2	21.2	17.7
Blackburn C, IIB				21.4
Bradley U, IIA	34.8	28.2	23.4	19.4
Carl Sandburg C, IV				22.6
Chicago St U, IIA	28.6	23.9	19.8	17.1
Christ Seminary-Seminex, IIC	29.8	—		
City C's of Chicago				
City-Wide C, III	34.0	27.8	25.7	20.5
Kennedy-King C, III	36.7	33.8	30.5	25.8
Loop C, III	36.3	33.2	29.2	22.9
Malcolm X C, III	34.5	29.8	28.5	25.0
Olive-Harvey C, III	35.0	33.8	29.9	22.5
Richard Daley C, III	35.6	33.5	31.1	19.7
Truman C, III	35.7	33.1	27.0	19.2
Wright C, III	38.1	34.4	30.8	20.9
C of DuPage, IV				31.3
C of Lake County, IV				29.3
C of Saint Francis, IIB	—	24.8	21.7	—
Columbia C, IIB				27.7
Danville Area CC, IV				23.7
DePaul U, IIA	37.5	30.2	24.3	19.3
Dr William M Scholl C Podiatric Med, IIC	—	33.2	26.6	
Eastern Illinois U, IIA	29.8	24.3	20.5	17.9
Elgin CC, IV				25.9
Elmhurst C, IIB	31.7	25.7	21.5	18.7
Eureka C, IIB	24.6	19.3	16.5	
Garrett-Evangelical Theol Sem, IIC	31.7	—	—	
George Williams C, IIA	28.0	20.6	18.9	—
Greenville C, IIB	20.3	18.3	15.4	
Highland CC, IV				23.9
Illinois Benedictine C, IIB	30.5	24.7	21.2	
Illinois C, IIB	29.1	25.4	18.2	—
Illinois C of Optometry, IIC	—	33.1	26.3	—
Illinois Eastern CC System				
Frontier CC, IV				18.0
Lincoln Trail C, IV				19.6
Olney Central C, IV				22.1
Wabash Valley C, IV				21.3
Illinois Inst of Tech, I	43.7	33.4	26.7	19.5
Illinois St U, I	33.4	27.0	22.2	17.6
Illinois Wesleyan U, IIB	32.8	25.8	20.9	18.9
John A Logan C, IV				27.8
John Wood CC, IV				16.1
Joliet JC, IV				30.0
Judson C, IIB	24.2	20.8	16.8	
Kankakee CC, IV				21.4
Kendall C, IIB	—		16.9	11.7

ILLINOIS—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Knox C, IIB	32.8	26.3	19.9	—
Lake Forest C, IIB	35.8	30.1	22.6	19.6
Lake Land C, IV				22.6
Lewis & Clark CC, III	28.3	25.0	23.0	19.7
Lewis U, IIA	24.5	21.9	19.7	16.8
Lincoln Christian C, IIC	20.0	—	—	—
Loyola U of Chicago, I	39.2	31.1	25.1	22.9
McCormick Theol Sem, IIC	29.9	—	—	—
McHenry County C, IV				24.3
McKendree C, IIB	26.4	21.8	20.7	19.6
MacMurray C, IIB	25.8	22.4	19.2	15.4
Millikin U, IIB	31.7	25.8	21.0	17.1
Moraine Valley CC, III	31.7	26.0	21.5	18.6
Morton C, IV				27.0
National C of Chiropractic, IIC	27.8	23.0	18.3	15.5
National C of Ed, IIC				21.6
North Central C, IIB	31.5	26.5	21.0	19.1
North Park C & Theol Sem, IIB	27.6	23.6	19.5	17.1
Northeastern Ill U, IIA	29.3	24.4	22.2	
Northern Illinois U, I	35.1	29.0	22.3	15.4
Northwestern U, I	46.8	30.9	27.4	—
Olivet Nazarene C, IIB	24.4	21.3	18.1	—
Principia C, IIB	30.6	25.9	20.2	16.3
Quincy C, IIB	26.6	23.0	19.7	16.6
Richland CC, III	26.5	23.4	22.0	18.2
Rockford C, IIB	28.3	22.8	20.5	—
Roosevelt U, IIA	27.9	23.1	20.6	—
Rosary C, IIA	—	24.9	20.2	—
St Louis U-Parks C, IIC	26.8	22.2	17.7	—
Saint Xavier C, IIB	29.8	25.2	20.6	18.7
Sangamon St U, IIA	33.5	28.0	23.8	—
Sauk Valley C, III	26.7	24.5	21.2	16.2
Sch of the Art Inst of Chicago, IIC	30.2	24.8	20.8	
Seabury-Western Theol Seminary, IIC	18.3	—		—
Shawnee C, IV				20.2
Southeastern Illinois C, IV				18.6
Southern Illinois U				
Carbondale, I	34.9	26.9	22.3	18.9
Edwardsville, IIA	32.5	27.3	24.0	18.3
Spertus C of Judaica, IIC	29.9	—		
Spoon River C, IV				24.6
Springfield C*, IV				15.9
State CC, IV				19.6
Thornton CC, IV				28.1
Trinity Christian C, IIB	28.4	25.9	22.7	18.8
Trinity C, IIB	—	19.8	17.5	—
Trinity Evangelical Divinity Sch, IIC	18.9	21.3	18.6	
Triton C, IV				28.6
U of Chicago, I	50.1	32.9	28.6	21.6
U of Illinois				
Chicago, I	41.6	30.3	24.8	18.6
Urbana-Champaign, I	44.0	30.7	27.2	25.3
Western Illinois U, IIA	30.8	25.5	22.2	16.0
Wheaton C, IIA	29.2	24.6	19.6	
William R Harper C, III	38.7	33.1	26.9	22.4

INDIANA

	Prof	Assoc Prof	Asst Prof	Inst
Ball St U, I	32.8	26.3	21.3	14.6
Butler U, IIA	31.1	25.9	20.7	16.1
Calumet C, IIB	22.0	18.4	15.8	—
DePauw U, IIB	35.7	28.9	22.2	
Earlham C, IIB	30.4	23.4	19.1	
Ft Wayne Bible C, IIC	—	18.7	16.5	—
Goshen C, IIB	22.1	19.3	17.2	—
Grace C, IIB	25.0	21.7	19.8	
Hanover C, IIB	34.4	25.2	18.9	16.7
Huntington C, IIB	—	20.1	16.2	—
Indiana Central U, IIA	28.5	24.0	20.2	17.4
Indiana St U, IIA	31.8	25.5	20.8	15.8
Evansville, IIB	31.1	25.6	21.8	16.5
Indiana U				
Bloomington, I	38.3	28.2	24.0	—
East, III	—	24.1	18.3	
Kokomo, IIB	30.1	25.6	21.6	
Northwest, IIA	36.5	28.6	21.5	—
South Bend, IIA	33.3	27.3	22.2	—
Southeast, IIB	31.2	24.7	18.5	
Indiana U–Purdue U				
Fort Wayne, IIA	33.2	27.3	21.5	18.2
Indianapolis, IIA	36.6	26.9	21.6	15.0
Manchester C, IIB	27.4	22.5	18.4	—
Oakland City C, III	17.4	15.2	14.9	—
Purdue U, I	42.5	30.4	25.2	18.8
Calumet, IIA	35.1	27.5	22.7	16.2
North Central, III	32.0	27.1	21.6	
Rose-Hulman Inst of Tech, IIC	37.5	31.0	24.5	
Saint Joseph's C*, IIB	25.3	23.0	21.1	—
Saint Mary's C, IIB	35.3	28.2	22.0	—
Taylor U, IIB	24.7	22.1	20.0	—
Tri-State U, IIB	34.6	22.5	19.5	—
U of Evansville, IIA	30.7	25.9	22.1	18.6
U of Notre Dame, I	44.2	34.0	27.7	26.8
Valparaiso U, IIA	32.0	25.7	21.3	16.6
Vincennes U, III	27.5	22.8	19.5	17.0

IOWA

	Prof	Assoc Prof	Asst Prof	Inst
Briar Cliff C, IIB	26.1	23.0	20.3	17.5
Central U of Iowa, IIB	29.7	25.9	21.2	18.6
Clarke C, IIB	—	20.8	18.0	16.2
Coe C, IIB	32.0	26.0	21.1	18.1
Cornell C, IIB	30.4	24.9	20.4	—
Des Moines Area CC, IV				21.7
Divine Word C, IIB	—		17.1	
Dordt C, IIB	26.4	24.2	21.2	19.2
Drake U, IIA	29.8	24.3	20.6	17.5
Eastern Iowa CC District				
Clinton CC, IV				20.1
Muscatine CC, IV				20.2
Scott CC, IV				18.5
Ellsworth CC, IV				21.6
Graceland C, IIB	23.2	20.1	17.6	—
Grand View C, IIB	26.1	22.6	18.3	—
Grinnell C, IIB	37.9	26.8	21.5	—
Iowa Central CC, III	—	23.7	23.9	20.9
Iowa Lakes CC, IV				21.3
Iowa St U, I	36.8	29.0	23.6	17.0
Iowa Wesleyan C, IIB	19.7	16.0	15.6	13.6
Iowa Western CC, III	26.6	22.8	20.3	15.0
Marshalltown CC, IV				21.1
Marycrest C, IIB	—	20.5	18.8	—
Morningside C, IIB	25.4	20.6	18.7	16.3
Mt Mercy C, IIB	—	22.1	20.3	17.0
North Iowa Area CC, IV				23.3
Northeast Iowa Tech Inst, IV				17.4

IOWA—Continued

	Prof	Assoc Prof	Asst Prof	Inst
NW Iowa Tech C, IV				18.7
Northwestern C, IIB	25.2	23.3	20.0	16.1
Palmer C of Chiropractic, IIC	33.6	23.9	20.6	17.8
Saint Ambrose C*, IIB	28.9	25.6	22.4	20.0
Simpson C, IIB	26.9	23.5	20.4	18.3
Southeastern CC, IV				21.4
U of Dubuque, IIB	26.6	23.2	19.5	—
U of Iowa, I	39.4	29.8	24.7	21.5
U of Northern Iowa, IIA	32.1	26.4	22.2	18.4
U of Osteopathic Med & Health Sci, IIC	54.4	37.8	39.4	—
Upper Iowa U, IIB	—	—	13.2	—
Wartburg C, IIB	26.1	22.6	19.3	—
Wartburg Theol Sem, IIC	26.6	—	—	
Westmar C, IIB	22.4	—	17.6	17.3
William Penn C, IIB	20.6	18.7	17.1	15.4

KANSAS

	Prof	Assoc Prof	Asst Prof	Inst
Allen County CJC, IV				19.8
Barton County CC, IV				20.4
Benedictine C, IIB	24.5	20.3	17.3	16.4
Bethany C, IIB	26.0	21.5	18.2	—
Bethel C, IIB	21.3	19.2	16.2	—
Butler County CC, IV				21.4
Coffeyville CC, IV				18.4
Cowley County CC, IV				22.7
Emporia St U, IIA	29.3	24.6	22.5	—
Ft Hays St U, IIA	28.8	24.2	21.0	17.8
Ft Scott CC, IV				18.7
Friends Bible C, IIC	—		11.4	
Garden City CC, IV				21.2
Hutchinson CC, IV				23.1
Johnson County CC, IV				26.1
Kansas City CC, IV				22.7
Kansas Newman C, IIB	—	17.3	17.0	14.9
Kansas St U, I	34.9	26.8	22.2	18.3
Kansas Tech Inst, III	—	24.9	22.9	—
Kansas Wesleyan, IIB	20.1	15.2	15.7	
Manhattan Christian C, IIC	17.0	15.2	—	
Marymount C of Kan, IIB	—	17.6	14.8	12.1
Mid-America Nazarene C, IIB	23.4	20.0	17.9	16.0
Neosho County CC, IV				21.7
Ottawa U, IIB	22.1	19.4	16.4	—
Pittsburg St U, IIA	27.7	23.9	22.6	—
Pratt CC, IV				18.9
Saint John's C, IIB	—	19.1	18.3	16.3
Saint Mary C, IIB	—	—	—	14.8
Seward County CC, IV				21.3
Southwestern C, IIB	27.2	[illegible]	21.2	18.8
Tabor C, IIB	21.2	—	17.1	—
U of Kansas, I	37.2	26.9	24.2	16.9
Washburn U, IIB	36.2	29.9	22.2	18.5
Wichita St U, IIA	34.7	26.8	22.2	17.0

KENTUCKY

	Prof	Assoc Prof	Asst Prof	Inst
Alice Lloyd C, III	—	—	—	12.0
Ashbury C, IIB	26.2	21.6	19.1	15.6
Asbury Theol Sem, IIC	27.8	24.8	—	
Bellarmine C, IIC	30.4	25.8	20.0	—
Berea C, IIB	31.0	25.4	20.6	18.0
Brescia C, IIB	—	22.6	19.6	16.4
Campbellsville C, IIB	24.7	19.6	16.4	14.4
Centre C of Kentucky, IIB	29.0	23.6	19.9	—
Cumberland C, IIB	21.1	17.5	15.9	14.6
Draughon's C, IV				9.9
Eastern Kentucky U, IIA	30.6	26.6	22.1	16.5
Georgetown C, IIB	26.4	22.8	18.7	—
Kentucky Christian C, IIC	12.5	12.7	—	
Kentucky St U, IIB	28.3	23.9	20.9	18.6
Kentucky Wesleyan C, IIB	28.0	23.9	16.9	16.2
Lees JC, III	18.9	—	—	—
Lexington Theol Sem, IIC	24.3	—		
Lindsey Wilson C, IV				16.8
Midway C, IV				16.1
Morehead St U, IIA	30.7	25.8	22.1	17.9
Murray St U, IIA	31.0	26.7	22.1	18.6
Northern Kentucky U, IIB	37.5	28.5	22.8	18.4
Pikeville C, IIB	20.0	19.8	16.8	—
Saint Catherine C*, III				11.4
Spalding C, IIB	19.3	18.5	17.7	15.2
Sullivan JC Bus, IV				14.8
Thomas More C, IIB	21.1	19.0	16.4	15.4
Transylvania U, IIB	28.1	23.8	21.2	—
U of Kentucky, I	39.3	29.6	24.1	21.7
CC System, III	25.9	21.8	18.0	17.0
U of Louisville, I	37.6	28.1	23.3	19.0
Watterson C, IV				12.4
Western Kentucky U, IIA	32.0	26.3	22.5	18.8

LOUISIANA

	Prof	Assoc Prof	Asst Prof	Inst
Centenary C of Louisiana, IIB	29.2	25.7	20.7	18.7
Grambling St U, IIA	26.7	24.8	21.3	17.5
Louisiana St U				
Alexandria, III	26.3	22.8	20.4	17.6
Baton Rouge, I	38.7	28.9	24.4	17.2
Eunice, III	—	—	21.2	19.7
Shreveport, IIB	30.2	26.3	22.0	20.0
Louisiana Tech U, IIA	32.6	25.9	22.5	18.8
Loyola U, IIA	35.7	29.1	24.1	19.0
NE Louisiana U, IIA	34.9	28.6	22.9	21.7
SE Louisiana U, IIA	29.2	26.6	23.0	18.1
Southern U A&M C, IIA	29.1	24.7	20.6	17.9
Southern U				
Shreveport-Bossier, III	—	23.4	18.5	19.3
New Orleans, IIB	28.8	25.3	22.0	18.1
Tulane U, I	39.8	31.0	24.2	17.2
U of New Orleans, IIA	40.2	31.8	24.6	16.4
U of SW Louisiana, IIA	35.2	28.7	24.2	19.8

MAINE

	Prof	Assoc Prof	Asst Prof	Inst
Andover C, IV				12.1
Bates C, IIB	38.5	30.0	23.5	20.7
Bowdoin C, IIB	42.1	31.1	23.1	20.6
Colby C, IIB	40.7	29.5	22.7	—
C of the Atlantic, IV				21.2
Husson C, IIC	20.8	19.2	16.7	—
Maine Maritime Academy, IIC	26.3	23.5	20.0	
Southern Maine Voc & Tech Inst, IV				21.3
Thomas C, IIC	—	—	20.5	—
Unity C, IIB	—	—	15.0	—
U of Maine				
Augusta, III	26.0	22.7	16.2	—

MAINE—Continued

	Prof	Assoc Prof	Asst Prof	Inst
U of Maine, Cont				
Farmington, IIC	29.0	23.2	19.1	—
Fort Kent, IIB	—	22.1	17.5	—
Machias, IIB	27.0	23.4	18.8	
Orono, IIA	32.2	24.8	20.0	13.9
Presque Isle, IIB	27.2	23.8	18.7	14.3
U of Southern Maine, IIA	31.9	25.7	20.2	16.7

MARYLAND

	Prof	Assoc Prof	Asst Prof	Inst
Allegany CC, III	27.6	23.4	19.6	17.4
Bowie St C, IIB	33.6	29.3	22.2	—
Capitol Inst of Technology, IIC	—	—	20.6	—
C of Notre Dame*, IIB	26.7	24.8	20.2	—
CC of Baltimore, III	33.4	27.1	22.0	19.1
Coppin St C, IIB	33.6	28.7	23.3	17.3
Eastern Christian C, IIC	—	—	—	—
Essex CC, III	36.8	29.5	24.9	19.7
Frostburg St C, IIA	32.6	26.1	21.8	18.0
Goucher C, IIB	32.8	25.4	20.6	16.5
Hagerstown JC, IIC	26.9	23.9	19.9	—
Harford CC, IIC	32.9	28.6	21.9	16.2
Hood C, IIA	29.9	24.2	19.9	16.1
Howard CC, IIC	35.4	29.6	23.4	18.4
Johns Hopkins U, I	48.2	33.5	24.8	20.6
Loyola C, IIA	38.3	31.5	26.0	—
Montgomery C				
Germantown, III	32.5	—	22.4	—
Rockville, III	35.7	30.3	25.0	20.1
Takoma Park, III	35.5	29.6	23.1	—
Morgan St U, IIA	36.2	27.6	23.3	17.5
Mt Saint Mary's C, IIB	29.6	23.4	18.6	—
Peabody Inst of Johns Hopkins U, IIC	23.0	8.6		
Prince Georges CC, III	35.0	31.1	25.4	19.5
Saint John's C, IIB				26.1
Saint Mary's C of Md, IIB	31.8	27.3	20.2	17.8
Salisbury St C, IIA	35.0	27.9	22.3	18.8
Towson St U, IIA	35.7	29.9	24.5	19.6
Uniformed Services U of Health Sciences, IIC	51.1	40.2	26.9	—
U of Baltimore, IIA	34.8	29.7	24.5	—
U of Maryland				
College Park, I	41.3	30.0	24.2	17.9
Baltimore Professional Schools, IIC	45.9	34.5	27.6	19.5
Eastern Shore, IIB	31.7	28.2	26.5	21.7
Washington Bible C, IIC	—	19.3	14.0	—
Washington C, IIB	31.7	25.5	20.0	—
Washington Theol Union, IIC	—	—	16.8	—
Western Maryland C, IIA	30.4	25.5	22.3	—

MASSACHUSETTS

	Prof	Assoc Prof	Asst Prof	Inst
Amherst C, IIB	45.0	31.5	24.0	
Andover Newton Theol Sch, IIC	26.3	—	—	
Anna Maria C, IIB	—	21.7	19.1	—
Aquinas JC				
Milton*, IV				16.5
Newton, IV				17.0
Assumption C, IIB	33.2	26.4	22.8	—
Atlantic Union C, IIB	19.4	18.4	17.7	
Babson C, IIC	45.8	34.9	30.0	—
Bay St JC of Business, III	—	22.9	19.2	—
Becker JC				
Leicester, III	—	—	19.1	
Worcester, III	—	—	18.5	—
Bentley C, IIC	41.2	33.3	26.8	26.2
Berklee C of Music, IIC				15.7
Berkshire CC, III	—	—	18.3	15.5
Blue Hills Regional Tech Inst, IV				26.5
Boston C, I	43.1	32.5	26.3	22.1
Boston U, I	41.9	32.1	25.9	20.5
Bradford C, IIB	—	19.8	17.5	—
Brandeis U, I	46.0	33.5	24.8	19.0
Bristol CC, III	28.7	23.3	21.3	17.8
Bunker Hill CC, III	27.2	23.1	20.9	17.1
Chamberlayne JC, III	—	—	17.4	16.8
Clark U, IIA	38.7	30.3	23.2	—
C of the Holy Cross, IIB	37.9	29.1	23.5	21.6
C of Our Lady of the Elms*, IIB		23.5	19.0	
Curry C, IIB	26.1	23.8	19.8	17.0
Emerson C, IIA	37.6	29.5	24.8	—
Emmanuel C, IIB	29.1	23.4	19.4	17.5
Episcopal Divinity Sch, IIC	19.4	—		
Fisher JC, IV				19.4
Fitchburg St C, IIB	31.3	27.4	23.6	18.0
Framingham St C, IIA	31.8	25.8	23.3	20.1
Gordon C, IIB	27.0	23.2	19.5	—
Gordon-Conwell Theol Sem, IIC	29.3	—	—	
Greenfield CC, III	25.3	22.7	19.8	17.5
Hampshire C, IIB	35.8	27.5	21.3	
Harvard U, I	59.2	32.9	28.3	20.7
Hellenic C–Holy Cross Sch of Theol, IIC	30.6	28.3	—	17.1
Holyoke CC, III	27.6	23.6	21.2	16.6
Laboure JC, III	—	21.3	20.5	18.7
Lesley C, IIC	27.1	24.3	20.3	
Mass Bay CC, III	28.1	24.3	20.1	16.7
Mass C of Art, IIC	31.4	25.4	22.1	
Mass C of Pharmacy & Allied Health Sci, IIC	28.5	23.5	19.8	—
Mass Inst of Tech, I	52.1	36.9	29.3	22.5
Mass Maritime Acad, IIC	29.4	27.2	24.6	
Massasoit CC, III	27.7	23.9	19.6	15.6
Merrimack C, IIB	33.2	27.5	22.1	
Middlesex CC, III	26.1	22.3	20.8	17.9
Mt Holyoke C, IIB	40.2	30.4	23.8	19.0
Mt Ida JC, III			13.7	
Mt Wachusett CC, III	27.7	24.3	21.8	17.1
New England C of Optometry, IIC	34.1	29.5	24.3	19.9
New England Consv of Music, IIC				22.8
New England Sch of Law, IIC	36.7	30.3	27.1	
North Adams St C, IIB	31.5	25.9	24.0	18.3
North Shore CC, III	28.7	24.1	20.4	18.1
Northeastern U, I	42.6	32.5	26.1	16.2
Northern Essex CC, III	27.8	23.8	21.1	18.4
Quinsigamond CC, III	27.6	23.5	20.6	17.5
Regis C, IIB	28.6	24.3	20.1	—
Roxbury CC, III	24.9	25.3	20.1	29.2
Salem St C, IIA	32.9	27.4	22.7	18.1
Simmons C, IIA	37.9	29.3	24.2	21.2
Simon's Rock of Bard C, IIB				20.3
Smith C, IIA	41.7	31.3	24.4	19.2

MASSACHUSETTS—Continued

	Prof	Assoc Prof	Asst Prof	Inst
SE Massachusetts U, IIA	27.7	20.5	17.4	
Springfield C, IIA	33.8	25.3	21.4	14.2
Springfield Tech CC, III	28.0	24.5	21.9	18.6
Stonehill C*, IIB	30.5	24.3	21.3	
Suffolk U, IIA	37.8	30.1	25.6	19.6
Tufts U, I	44.8	33.6	29.2	21.1
U of Massachusetts Amherst, I	39.3	31.3	25.6	21.9
Wellesley C, IIB	48.4	33.3	27.7	22.1
Western New England C, IIA	38.4	30.3	26.1	19.6
Westfield St C, IIC	30.8	25.9	23.0	19.7
Wheaton C, IIB	36.7	28.4	22.7	—
Wheelock C, IIC	32.3	23.7	19.2	—
Williams C, IIB	44.6	34.2	24.0	
Worcester Poly Inst, IIC	42.0	33.2	27.1	17.9
Worcester St C, IIC	30.7	28.1	24.4	—

MICHIGAN

	Prof	Assoc Prof	Asst Prof	Inst
Albion C, IIB	37.2	30.1	21.7	17.2
Alma C, IIB	30.7	24.4	19.3	—
Alpena CC, IV				26.9
Aquinas C, IIB	32.2	26.7	21.8	19.9
Calvin C, IIB	30.6	26.6	22.9	17.8
Calvin Theol Sem, IIB	31.7	—	—	
Center for Creative Studies, IIC	24.6	22.6	—	—
Central Mich U, IIA	36.2	29.8	25.1	20.6
Charles S Mott CC, IV				31.3
Concordia C, IIB	26.3	23.3	18.6	—
Cranbrook Acad of Art, IV				20.7
Davenport C of Bus, IV				24.7
Delta C, III	36.2	32.0	26.8	22.6
Detroit C of Business Admin, IIC				22.6
E Michigan U, IIA	33.3	28.4	24.6	20.3
Ferris St C, IIB	31.9	27.4	24.3	21.6
Glen Oaks CC, IV				22.0
Gogebic CC, IV				21.7
Grand Rapids Baptist C & Sem, IIB	21.6	19.6	16.3	
Grand Rapids JC, IV				28.2
Grand Valley St C's, IIA	33.0	27.7	23.2	
Highland Park CC, IV				30.8
Hillsdale C, IIB	35.0	27.2	21.4	—
Hope C, IIB	30.2	26.4	21.9	18.7
Kalamazoo C, IIB	34.5	26.9	21.4	—
Kalamazoo Valley CC, IV				28.1
Kirtland CC, IV				20.9
Lake Michigan C, III	27.6	23.7	22.1	18.9
Lake Superior St C, IIB	27.8	24.3	20.1	16.7
Lansing CC, III	27.4	25.5	22.7	20.4
Lawrence Inst of Tech, IIB	33.5	29.6	25.1	21.6
Lewis C of Business, III			25.7	17.9
Macomb County CC, IV				31.4
Madonna C, IIB	27.2	24.1	19.8	17.5
Mercy C*, IIB	27.6	22.5	19.1	16.6
Mich Christian C, III		—	17.3	—
Michigan St U, I	38.7	29.0	24.8	19.6
Michigan Tech U, IIA	41.8	31.3	26.1	20.3
Monroe County CC, III	34.8	32.1	30.2	26.6
Muskegon CC, IV				30.0
Nazareth C, IIC	27.6	22.3	18.1	—
N Michigan U, IIA	33.0	27.3	23.9	18.6
NW Mich C, III	33.3	27.7	22.3	18.4
Oakland U, IIA	36.1	27.8	22.9	20.7
Olivet C, IIB	21.8	18.3	15.6	—
Saginaw Valley St C, IIA	31.6	26.7	23.9	21.9
Saint Clair County CC, IV				26.3
Schoolcraft C, IV				30.2
Siena Heights C*, IIB		19.8	18.6	—
SW Michigan C, IV				21.7
Spring Arbor C, IIB	20.7	18.8	16.5	—
Suomi C, IV				20.6
Thomas M Cooley Law Sch, IIC	51.2	41.9	—	
U of Detroit, I	33.9	29.9	24.8	18.8
U of Michigan				
Ann Arbor, I	45.1	33.3	27.2	19.1
Dearborn, IIA	33.7	25.5	22.3	—
Flint, IIB	34.5	28.4	23.4	—
Washtenaw CC, IV				32.4
Wayne County CC, IV				29.1
Wayne St U, I	40.6	30.2	24.2	17.7
W Shore CC, IV				23.0
W Michigan U, I	35.2	28.5	24.3	18.2
Western Theol Sem, IIC	21.3	—	—	

MINNESOTA

	Prof	Assoc Prof	Asst Prof	Inst
Anoka-Ramsey CC, IV				26.6
Augsburg C, IIB	25.0	21.0	18.3	15.0
Austin CC, IV				28.4
Bemidji St U, IIA	38.4	30.6	24.3	18.3
Bethany Lutheran C, IV				16.0
Bethel C, IIB	27.9	23.9	19.8	17.6
Brainerd CC, IV				28.5
Carleton C, IIB	37.7	29.7	22.8	21.2
C of Saint Catherine, IIB	31.8	25.1	21.4	17.3
C of Saint Scholastica*, IIB		22.5	19.6	18.6
C of Saint Teresa*, IIB	—	21.0	17.8	—
C of Saint Thomas*, IIA	39.6	30.7	24.6	20.3
Concordia C				
Moorhead, IIB	31.3	26.7	21.8	17.1
St Paul, IIB	22.6	19.9	17.8	—
Fergus Falls CC, IV				29.1
Gustavus Adolphus C, IIB	31.2	25.1	19.7	16.9
Hamline U, IIB	31.2	23.7	19.8	—
Hibbing CC, IV				24.8
Inver Hills CC, IV				26.5
Itasca CC, IV				25.7
Lakewood CC, IV				28.3
Luther Theol Sem, IIC	27.1	24.3	21.8	—
Macalester C, IIB	34.9	27.2	20.6	18.2
Mankato State U, IIA	39.2	30.9	24.3	18.2
Mesabi CC, IV				29.2
Metropolitan St U, IIB	—	29.0	23.9	—
Minneapolis C of Art & Design, IIC	28.7	22.6	19.9	—
Minneapolis CC, IV				26.9
Moorhead State U, IIA	35.2	30.5	23.8	18.5
Normandale CC, IV				26.7
N Central Bible, IIC	—	21.7	18.1	—
N Hennepin CC, IV				27.5
Northland CC, IV				29.3
Northwestern C, IIB	27.7	24.1	20.7	
Northwestern C of Chiropractic, IIC	—	—	21.6	17.0

MINNESOTA—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Rainy River CC, IV				24.5
Rochester CC, IV				26.7
Saint Cloud St U, IIA	39.2	30.4	24.5	18.5
Saint John's U, IIB	35.0	29.0	24.2	16.2
Saint Mary's C*, IIA	28.2	23.9	20.5	—
Saint Mary's JC*, III	—	—	20.9	16.2
Saint Olaf C, IIB	36.9	28.6	22.5	20.0
Saint Paul Bible C, IIB	—	21.5	19.4	17.1
Saint Paul Sem, IV				8.3
Southwest St U, IIB	37.7	30.5	25.2	—
United Theol Sem, IIC	23.7	—		
U of Minnesota				
Duluth, IIA	36.3	28.9	23.4	19.4
Minneapolis-St Paul, I	41.1	30.2	25.9	21.7
Morris, IIB	35.0	27.7	21.3	18.5
Tech C at Crookston, III		27.1	24.5	19.9
Tech C at Waseca, III		26.4	23.2	—
Willmar CC, IV				28.7
Winona St U, IIA	35.4	29.7	23.6	17.9
Worthington CC, IV				26.4

MISSISSIPPI

	Prof	Assoc Prof	Asst Prof	Inst
Alcorn St U, IIB	29.4	25.1	21.2	16.2
Coahoma JC, IV				17.5
Delta St U, IIA	30.1	24.0	21.6	18.6
Holmes JC, IV				16.0
Itawamba JC, IV				18.9
Jackson State U, IIA	28.0	24.1	22.0	21.7
Jones County JC, IV				20.4
Millsaps C, IIB	28.6	23.8	19.2	—
Mississippi Delta JC, IV				19.2
Mississippi Gulf Coast JC, IV				20.0
Mississippi U for Women, IIA	28.1	23.1	21.6	19.9
Mississippi Valley St U, IIB	27.3	23.5	19.6	16.6
Phillips C, IV				9.4
Prentiss Normal & Industrial Inst, IV				9.8
Reformed Theol Sem, IIC	31.4	25.8	—	
Rust C, IIB	19.2	—	15.7	15.9
U of Mississippi, I	35.9	28.6	23.6	16.8
U of S Mississippi, I	35.5	28.7	22.9	18.4
Wood JC, IV				12.4

MISSOURI

	Prof	Assoc Prof	Asst Prof	Inst
Avila C*, IIB	25.3	22.4	18.8	15.3
Baptist Bible C, IIC	17.3			
Cardinal Newman C, IIB	—	—	19.0	—
Central Methodist C, IIB	25.8	20.2	18.9	17.3
Central Mo St U, IIA	29.3	25.6	21.5	15.9
Columbia C, IIB	22.3	19.4	17.1	—
Concordia Sem, IIC	21.7	19.0	15.7	—
Covenant Theol Sem, IIC	22.6			
Crowder C, IV				17.3
Culver-Stockton C, IIB	27.5	20.7	18.8	—
Drury C, IIB	27.4	21.6	17.8	14.9
Evangel C, IIB	25.4	21.5	18.3	—
Fontbonne C*, IIB	—	17.6	14.1	13.8
Harris-Stowe St C, IIC	—	—	21.7	—
Jefferson C, IV				20.9
Kansas City Art Inst, IIC	27.9	21.7	—	
Lincoln U, IIA	25.7	22.5	18.8	16.4
Lindenwood C's, IIA	26.7	22.7	18.0	—
Logan C of Chiropractic, IIC	—	26.5	—	16.1
Longview CC, IV				27.2
Maryville C St Louis, IIB	26.7	21.6	17.5	—
Maple Woods CC, IV				27.0
Mineral Area C, IV				20.6
Missouri S St C, IIB	30.7	26.7	22.4	17.5
Missouri W St C, IIB	31.4	27.1	22.4	17.3
Moberly JC, IV				17.5
Nazarene Theol Sem, IIC	25.6	—	—	
NE Missouri St U, IIA	30.7	26.0	21.6	18.3
Park C, IIB	21.8	—	17.0	—
Penn Valley CC, IV				26.4
Pioneer CC, IV				17.2
Rockhurst C, IIB	31.8	25.9	23.3	20.5
St Louis Christian C, IIC	16.3			
St Louis C of Pharmacy, IIC	—	—	25.1	—
St Louis CC's				
Florissant Valley, III	33.5	28.8	22.9	17.9
Forest Park, III	34.0	29.2	22.7	18.3
Meramec, III	33.5	29.0	21.4	19.3
Saint Louis U, I	36.7	27.4	24.2	20.5
Saint Mary's C of O'Fallon, IV				16.3
Saint Paul's C, III	—	—	13.4	11.1
School of the Ozarks, IIB	26.9	22.9	18.8	
SE Missouri St U, IIA	30.3	24.8	20.8	16.8
SW Baptist U, IIB	24.3	19.1	17.3	15.6
SW Missouri St U, IIA	30.8	26.5	23.0	18.1
Stephens C, IV				18.3
Trenton JC, IV				16.9
U of Missouri				
Columbia, I	34.3	26.7	23.3	19.1
Kansas City, I	34.6	27.2	21.9	15.7
Rolla, IIC	37.8	29.3	26.4	—
St Louis, IIA	36.0	27.5	23.2	20.1
Washington U, I	42.9	31.3	25.6	20.6
Webster U, IIA	29.0	25.3	19.7	—
Westminster C, IIB	28.7	24.2	21.0	—
William Jewell C, IIB	27.1	21.7	19.4	17.5

MONTANA

	Prof	Assoc Prof	Asst Prof	Inst
Carroll C*, IIB	27.6	22.2	19.0	16.4
C of Great Falls*, IIB	23.8	19.4	17.7	—
Eastern Montana C, IIB	30.2	25.8	21.8	—
Miles CC, IV				23.8
Montana C of Mineral Science & Tech, IIC	36.2	29.5	25.4	18.1
Montana St U, IIA	34.8	28.2	23.3	19.1
Rocky Mountain C, IIB	24.2	—	17.6	—
U of Montana, I	31.8	25.7	22.1	—
W Montana C, IIC	31.4	25.0	21.4	

NEBRASKA

	Prof	Assoc Prof	Asst Prof	Inst
Bellevue C, IIB		21.8	18.6	—
Central Tech CC Area, IV				20.9

NEBRASKA—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Chadron St C, IIB	29.1	24.8	19.3	15.9
C of Saint Mary, IIB	—	22.7	20.7	17.8
Concordia Teachers C, IIC	23.3	20.8	18.0	11.5
Creighton U, IIA	37.2	29.8	22.6	17.0
Dana C, IIB	22.3	19.5	18.1	—
Doane C, IIB	24.6	21.0	18.7	—
Hastings C, IIB	26.0	22.4	19.1	15.9
Kearney St C, IIA	27.8	23.1	19.5	15.9
Metropolitan Tech CC, IV				18.0
Mid Plains CC, IV				21.5
Midland Lutheran C, IIB	24.1	21.9	19.8	16.6
Nebraska Wesleyan U, IIB	26.3	21.9	19.1	—
Northeast Tech CC, IV				19.4
Peru St C, IIB	—	23.2	20.9	16.8
Southeast CC Lincoln, IV				18.3
Union College, IIB	25.6	24.5	23.4	20.2
U of Nebraska				
Lincoln, I	34.9	26.7	22.6	15.4
Omaha, IIA	31.6	25.7	21.2	18.9
Wayne St C, IIA	29.1	23.7	19.1	16.8
York C, III	—	15.0	14.3	—

NEVADA

	Prof	Assoc Prof	Asst Prof	Inst
Clark County CC, IV				25.6
Northern Nevada CC, III			21.3	21.2
Truckee Meadows CC, IV				23.6
U of Nevada				
Las Vegas, IIA	37.5	29.4	26.0	19.6
Reno, I	36.9	28.9	23.1	20.1
Western Nevada CC, IV				22.0

NEW HAMPSHIRE

	Prof	Assoc Prof	Asst Prof	Inst
Colby-Sawyer C, IIB	24.2	19.6	15.8	—
Dartmouth C, I	45.6	31.6	25.5	20.1
Franklin Pierce C, IIB	24.1	21.6	16.8	—
Hesser C, IV				17.8
New England C, IIB	26.3	21.2	18.7	—
New Hampshire C, IIC	30.5	25.3	23.4	20.2
NH Tech Inst, III	24.8	18.7	17.6	—
NH Voc-Tech C				
Berlin, III	22.1	18.7	—	—
Laconia, III	—	18.4	—	
Notre Dame C*, IIB	—	—	15.7	—
Rivier C, IIA	—	21.1	17.9	15.8
Saint Anselm C*, IIB	29.2	25.2	21.3	17.6
U of New Hampshire, I	36.5	28.2	22.4	19.1
Keene St C, IIB	29.0	24.5	21.3	18.1
Plymouth St C, IIB	30.2	25.4	21.3	18.4

NEW JERSEY

	Prof	Assoc Prof	Asst Prof	Inst
Atlantic CC, III	30.0	25.9	23.0	—
Bergen CC, III	38.8	33.9	27.7	21.6
Berkeley Sch, IV				17.1
Bloomfield C, IIC	29.7	26.1	20.8	21.2
Brookdale CC, III	35.9	30.7	24.8	18.3
Burlington County C, III	31.7	27.0	23.8	18.9
Camden County C, III	33.9	30.8	26.0	
Centenary C, III	28.7	22.5	18.0	14.9
C of Saint Elizabeth*, IIB	—	—	17.7	
County C of Morris, III	35.6	29.5	24.3	20.5
Cumberland Co C, III	35.0	29.3	27.0	24.3
Drew U, I	31.3	24.3	19.0	17.8
Fairleigh Dickinson U				
Edward Williams, III	—	31.1	24.8	—
Florhan-Madison, IIA	39.2	32.6	27.8	—
Rutherford, IIA	38.9	32.0	26.7	20.5
Teaneck, IIA	41.0	32.7	26.1	—
Felician C, III	19.5	18.2	17.4	15.4
Georgian Court C*, IIB	27.3	25.1	21.5	16.5
Glassboro St C, IIB	38.3	30.2	24.7	19.3
Gloucester County C, III	29.7	28.7	26.6	-
Immaculate Conception Sem, IIC	—		4.6	—
Jersey City St C, IIA	38.5	30.6	25.2	18.9
Mercer County CC, III	35.2	30.0	25.3	19.2
Monmouth C, IIA	33.2	27.7	22.8	—
Montclair State C, IIA	37.0	29.5	24.0	19.8
New Brunswick Theol Sem, IIC	17.8		—	—
NJ Institute of Tech, IIC	43.5	34.3	28.5	
Ocean County C, III	37.5	32.2	24.4	18.4
Passaic County CC, III	35.6	—	21.1	17.7
Princeton Theol Sem, IIC	40.6	—	28.0	—
Princeton U, I	50.9	32.6	25.4	21.6
Ramapo C, IIB	36.4	30.4	24.7	—
Rider C, IIC	38.4	30.7	25.1	—
Rutgers U				
Camden, IIB	48.8	34.1	24.3	20.6
Newark, IIA	48.3	35.1	25.6	19.8
New Brunswick, I	47.6	33.0	24.3	18.5
Saint Peter's C, IIB	31.0	24.9	20.4	18.7
Seton Hall U, IIA	35.8	29.3	23.7	19.3
Somerset County C, III	33.4	27.0	21.8	18.9
Stockton St C, IIB	35.4	28.5	22.3	19.1
Trenton St C, IIA	38.3	31.1	25.1	20.5
Union County C, III	35.8	26.5	22.2	17.1
Upsala C, IIB	30.3	23.6	20.2	—
Westminster Choir C, IIC	33.4	25.8	19.3	14.8
William Paterson C, IIA	37.7	30.0	24.3	19.5

NEW MEXICO

	Prof	Assoc Prof	Asst Prof	Inst
C of Sante Fe, IIB	—	18.4	15.8	—
C of the Southwest, IIB			20.4	
E New Mexico U, IIB	33.4	28.3	24.4	19.2
Roswell, III			—	19.8
NM Inst of Mining & Tech, IIA	36.0	27.2	25.5	
New Mexico JC, IV				27.0
NM Military Inst, III	29.2	25.0	21.5	19.3
New Mexico St U, I	35.7	27.1	22.3	18.0
Alamogordo, III	—	26.4	20.9	16.9
Carlsbad, III	—	—	—	18.3
Dona Ava, III	—		—	17.2
Grants Branch, III			—	18.3
Saint John's C, IIB				24.6
San Juan C, III		29.9	24.0	22.0
U of New Mexico, I	36.8	27.1	22.3	17.3
W New Mexico U, IIA	33.8	28.1	22.6	16.5

NEW YORK

	Prof	Assoc Prof	Asst Prof	Inst
Academy of Aeronautics, III	24.1	21.2	18.1	16.4
Adelphi U, I	39.2	30.2	25.4	21.3

NEW YORK—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Albany C of Pharmacy, IIC	35.5	27.5	—	—
Alfred U, IIA	33.6	28.3	22.3	18.0
Bard C, IIB	33.5	27.7	20.7	
Barnard C, IIB	43.6	28.5	23.9	18.5
Berkeley Sch, IV				15.9
Berkeley School-Hicksville, IV				15.4
Bryant-Stratton Business Inst, IV				19.7
Canisius C, IIB	33.7	28.5	22.6	—
Clarkson University, IIC	44.7	34.0	27.3	24.1
Colgate U, IIB	43.2	31.4	21.7	19.3
C of Insurance, IIC	—	23.0	18.9	
C of Mt Saint Vincent, IIB	28.6	22.1	19.7	16.6
C of New Rochelle, IIA	33.2	27.1	22.1	18.4
C of Saint Rose, IIA	29.2	23.2	19.2	17.0
Columbia U, I	49.2	35.7	25.8	—
Teachers C, IIC	42.1	31.3	23.4	17.6
Cooper Union, IIB	37.3	30.0	27.0	
Cornell U				
Endowed C's, I	47.0	33.0	27.0	22.5
Statutory C's, I	42.0	32.4	27.2	20.8
Culinary Inst of America, IV				24.8
Daemen C, IIB	25.6	23.0	19.7	—
Dominican C Blauvelt, IIB	—	23.0	20.7	10.7
D'Youville C, IIC	28.5	21.5	17.3	12.7
Elizabeth Seton C, III	—	21.9	17.4	—
Fordham U, I	45.1	34.3	26.4	24.3
Friends World C, IIB				13.0
Hamilton C, IIB	38.8	30.3	21.7	19.5
Hartwick C, IIB	30.3	26.7	20.1	—
Hilbert C, III	—	—	15.7	15.5
Hobart-Wm Smith C's, IIB	36.7	28.6	22.6	—
Hofstra U, IIA	39.0	31.6	25.3	23.1
Iona C, IIA	38.5	31.2	25.5	20.8
Ithaca C, IIB	33.4	28.1	22.1	16.8
Julliard School, IIC	13.5			
Keuka C, IIB	18.0	—	13.5	12.8
King's C, IIB	25.6	—	19.7	—
Le Moyne C, IIB	32.9	26.8	21.5	20.3
Long Island U, IIA	35.0	28.4	23.2	19.3
Manhattan C, IIA	39.7	32.7	25.4	20.2
Manhattanville C, IIA	32.1	28.5	19.3	18.2
Mannes C of Music, IIC				11.6
Maria C of Albany, III	—	—	16.2	13.8
Marist C, IIB	34.4	27.3	23.1	—
Maryknoll Sch of Theol, IIC	23.6	—	—	
Marymount C, IIB	29.2	24.2	20.1	—
Marymount Manhattan C, IIB	—	21.9	18.6	—
Mercy C, IIB	34.8	27.8	22.7	16.1
Molloy C, IIC	36.0	19.3	19.0	13.7
Mt Saint Mary C, IIB	27.7	20.5	19.0	14.7
Nazareth C of Rochester, IIB	31.1	26.0	22.1	—
NY C Podiatric Med, IIC	34.7	29.1	22.7	21.0
NY Inst of Tech, IIA	35.3	30.7	25.5	19.3
New York U, I	49.2	34.1	28.5	22.9
Niagara U, IIA	30.3	24.2	21.4	
Olean Business Inst, IV				10.5
Pace U, IIA	39.5	32.0	26.6	22.3
Pratt Inst, IIA	34.8	27.4	22.7	—
Rensselaer Poly Inst, I	47.2	34.8	28.5	—
Rochester Inst of Tech, IIA	36.4	31.3	25.9	22.2
Rockefeller U, IIC	63.9	35.1	25.1	20.2
Russell Sage C, IIA	33.9	26.2	21.0	17.3
JC of Albany, IV				19.3
Saint Bonaventure U, IIA	28.8	24.5	20.6	18.6
Saint Francis C, IIB	37.0	27.9	22.0	—
Saint John Fisher C, IIB	32.2	27.0	21.9	18.6
Saint Lawrence U, IIB	41.2	34.1	27.0	22.3
St Thomas Aquinas C, IIB	27.7	22.7	20.1	17.4
Siena C, IIB	33.7	25.7	21.5	—
Skidmore C, IIB	37.8	28.1	22.9	—
St U of New York				
Albany, I	47.6	34.8	26.3	
Binghamton, I	46.1	33.1	25.0	
Buffalo, I	48.5	34.4	26.6	—
Stony Brook, I	49.4	34.7	25.3	—
Empire St C, IIB	34.7	29.0	23.4	—
C at Brockport, IIA	38.9	31.8	25.5	17.3
C at Buffalo, IIA	37.0	29.1	23.4	19.3
C at Cortland, IIA	36.6	28.8	22.5	17.8
C at Fredonia, IIA	38.0	29.7	24.0	17.9
C at Geneseo, IIA	38.9	31.2	22.5	19.7
C at New Paltz, IIA	36.5	30.1	24.9	—
C at Old Westbury, IIB	43.8	31.7	24.0	20.1
C at Oneonta, IIB	37.2	29.5	24.8	—
C at Oswego, IIA	38.5	29.3	22.7	18.5
C at Plattsburgh, IIA	36.8	29.8	23.3	19.1
C at Potsdam, IIA	36.1	29.3	23.0	18.0
C at Purchase, IIB	38.7	28.4	21.5	—
C of Optometry, IIC	45.0	35.3	28.4	—
A&T C at Alfred, III	33.2	29.1	23.6	17.7
A&T C at Canton, III	30.5	25.9	21.8	19.3
A&T C at Cobleskill, III	31.1	25.6	22.4	19.6
A&T C at Delhi, III	31.0	25.7	21.5	17.8
A&T C Farmingdale, III	34.9	27.5	22.5	18.8
A&T C at Morrisville, III	32.8	27.1	22.3	19.0
C of Environmental Science & Forestry, IIA	35.8	28.9	24.5	—
Maritime C, IIB	38.3	26.9	22.8	—
C of Tech Utica-Rome, IIA	—	29.2	22.8	—
C of Ceramics at Alfred U, IIC	39.4	31.8	23.0	—
Adirondack CC, III	29.7	25.3	19.2	16.8
Broome CC, III	28.9	24.3	19.2	18.0
Cayuga Co CC, III	29.9	27.2	19.8	16.9
Clinton CC, III	24.1	21.0	18.7	—
Columbia-Greene CC, III	29.6	24.8	22.2	18.9
CC of Finger Lakes, III	22.9	22.6	18.5	15.7
Corning CC, III	33.3	25.6	20.1	—
Dutchess CC III	35.0	28.8	22.9	16.2
Erie CC				
Buffalo, III	31.1	28.5	23.8	19.1
Orchard Park, III	31.9	28.0	24.8	18.4
Fulton-Montgomery CC, III	32.0	27.7	24.0	17.8
Genesee CC, III	26.2	22.3	18.2	—

NEW YORK—Continued

	Prof	Assoc Prof	Asst Prof	Inst
St U of New York, Cont				
Herkimer County CC, III	29.8	25.9	19.7	14.9
Hudson Valley CC, III	30.9	27.3	22.5	17.5
Jamestown CC, III	30.9	25.2	20.7	16.9
Jefferson CC, III	34.5	29.3	22.2	—
Mohawk Valley CC, III	30.5	26.6	24.3	18.3
Monroe CC, III	35.6	30.0	24.4	20.2
Nassau CC, III	42.6	35.6	28.8	23.9
Niagara County CC, III	34.7	26.3	21.6	17.4
North Country CC, III	—	26.8	22.9	17.1
Onondaga CC, III	31.6	26.5	20.9	19.3
Orange County CC, III	36.8	32.7	25.5	21.2
Rockland CC, III	32.6	28.7	23.3	18.0
Schenectady Co CC, III	30.5	25.0	18.9	16.4
Suffolk County CC				
Brentwood, III	36.2	27.3	23.1	21.1
Riverhead, III	38.6	—	22.8	—
Selden, III	38.8	30.0	24.6	20.1
Sullivan County CC, III	29.2	25.9	19.4	—
Tompkins Cortland CC, III	25.7	19.7	16.7	14.5
Ulster County CC, III	31.7	27.3	23.9	19.6
Westchester CC, III	45.6	39.5	33.4	21.0
Syracuse U, I	40.2	29.5	23.1	18.8
Utica C, IIB	29.2	23.8	18.7	—
Trocaire C, III	—	—	18.0	14.9
Union C, IIA	40.0	30.3	23.7	20.6
US Merchant Marine Acad, IIC	47.2	37.8	29.0	—
Utica Sch Commerce, IV				12.5
Vassar C, IIB	41.2	28.9	22.9	—
Villa Maria C Buffalo, III		—	16.9	13.4
Wells C, IIB	28.5	24.3	19.3	—
Westchester Bus Inst, IV				13.0

NORTH CAROLINA

	Prof	Assoc Prof	Asst Prof	Inst
Anson Tech C, IV				13.7
Appalachian St U, IIA	30.3	25.0	23.4	18.1
Asheville Buncombe Tech C, IV				19.1
Atlantic Christian C, IIB	23.3	19.5	17.3	14.8
Beaufort County CC, IV				16.2
Belmont Abbey C*, IIB	—	20.6	18.2	—
Bennett C, IIB	22.5	19.3	19.7	15.7
Blue Ridge Tech C, IV				18.2
Brunswick Tech C, IV				16.4
Catawba C, IIB	23.7	18.8	17.1	—
Catawba Valley Tech C, IV				18.8
Central Carolina Tech C, IV				17.6
Coastal Carolina CC, IV				17.5
Craven CC, IV				19.9
Davidson C, IIB	36.7	30.6	22.9	—
Duke U, I	45.4	32.6	26.3	19.8
East Carolina U, IIA	33.3	27.3	22.1	19.5
Edgecombe Tech C, IV				15.5
Elizabeth City St U, IIB	30.8	25.2	22.6	20.1
Elon C, IIB	27.3	22.4	19.4	16.5
Fayetteville St U, IIB	32.0	26.7	22.2	19.7
Fayetteville Tech Inst, IV				19.4
Forsyth Tech Inst, IV				18.3
Gardner-Webb C, IIB	23.4	20.3	19.0	15.5
Gaston C, IV				17.7
Guilford C, IIB	30.8	24.6	19.7	—
Guilford Tech Inst, IV				18.1
Haywood Tech C, IV				16.6
High Point C, IIB	25.1	21.0	18.4	15.0
Isothermal CC, IV				16.6
Johnson Smith U, IIB	23.7	22.1	18.2	16.1
Johnston Tech C, IV				16.2
King's C, IV				11.8
Lenoir CC, IV				16.8
Lenoir-Rhyne C, IIB	23.6	20.2	17.6	—
Livingstone C, IIB	—	18.0	14.9	14.0
Louisburg C, III	20.5	—	—	14.5
McDowell Tech Inst, IV				15.8
Mars Hill C, IIB	23.9	20.6	18.6	—
Martin CC, IV				16.9
Mayland Tech C, IV				16.1
Meredith C, IIB	27.5	21.7	20.2	18.0
Methodist C, IIB	19.3	17.6	16.1	—
Mitchell CC, IV				16.1
Montgomery Tech Inst, IV				14.9
Montreat-Anderson C, IV				17.6
Mt Olive C, IV				18.1
Nash Tech Inst, IV				17.7
N Carolina A&T St U, IIA	32.1	27.6	23.0	19.6
NC Central U, IIA	34.3	26.8	23.7	21.4
NC Sch of the Arts, IIC				22.4
N Carolina St U, I	40.0	29.7	25.5	21.4
NC Wesleyan C, IIB	23.6	21.7	17.7	—
Pembroke St U, IIB	32.3	27.4	22.1	19.9
Pitt CC, IV				17.9
Queens C, IIB	24.2	21.1	17.1	—
Randolph Tech C, IV				16.4
Robeson Tech C, IV				18.1
Sacred Heart C, IIB	—	—	15.2	—
Saint Andrew's Presbyterian C, IIB	28.6	24.8	19.7	16.7
Saint Mary's C, III	—	21.7	17.6	14.9
Salem C, IIB	26.5	22.0	19.6	—
Sandhills CC, IV				19.1
Shaw U, IIB	20.5	19.7	18.2	14.3
SE Baptist Theol Sem, IIA	26.9	—	—	
Southeastern CC, IV				16.9
Stanly Tech C, IV				16.9
Tech C of Alamance, IV				18.9
Tri-County CC, IV				14.9
U of North Carolina				
Asheville, IIB	32.4	26.1	22.6	—
Chapel Hill, I	42.5	31.2	25.1	22.8
Charlotte, IIA	33.2	27.3	23.1	—
Greensboro, I	39.3	28.9	23.3	19.3
Wilmington, IIB	31.8	26.1	22.2	—
Vance-Granville CC, IV				17.0
Wake Forest U, IIA	38.0	30.1	23.9	16.9
Wake Tech C, IV				17.6
Warren Wilson C, IV				12.3
Wayne CC, IV				17.8
Western Carolina U, IIA	31.9	26.5	22.5	18.2
Wilkes CC IV				19.1
Wilson Co Tech Inst, IV				17.2
Wingate C, IIB	25.3	21.1	18.9	18.2
Winston-Salem St U, IIB	29.3	24.9	22.0	18.3

NORTH DAKOTA

	Prof	Assoc Prof	Asst Prof	Inst
Bismarck JC, IV				24.2
Jamestown C, IIB	—	22.3	17.3	16.2
Lake Region CC, IV				19.1
Minot St C, IIB	29.6	24.5	22.1	19.2
ND St Sch of Sci, IV				24.1
North Dakota St U, IIA	32.8	27.3	23.0	17.8
Bottineau, IV				23.9
U of North Dakota, I	32.8	27.2	22.5	19.1
Williston, III			—	20.4
Valley City St C, IIB	28.5	25.3	22.3	20.8

OHIO

	Prof	Assoc Prof	Asst Prof	Inst
Antioch U, IIA	24.1	16.1	16.0	
Art Acad of Cincinnati, IIC				15.9
Ashland C, IIA	29.5	26.0	20.6	19.1
Baldwin-Wallace C, IIB	29.4	23.8	19.9	
Belmont Tech C, III		—	21.5	18.0
Bluffton C, IIB	21.4	18.1	16.4	—
Borromeo C of Ohio, IIC				7.8
Bowling Green St U, I	38.3	29.9	24.1	18.3
Firelands, III	—	28.4	21.5	17.4
Capital U, IIB	29.2	20.5	18.0	—
Case Western Reserve U, I	43.2	32.0	26.3	20.1
Cedarville C, IIB	26.7	22.4	19.6	—
Central Ohio Tech C IV				21.3
Central State U, IIB	28.5	22.3	18.3	
Cincinnati Tech C, IV				24.6
Circleville Bible C, IIC	13.1		11.5	
Clark Tech C, III	—	25.0	22.9	19.4
Cleveland Inst of Art, IIC	26.2	21.8	—	
Cleveland St U, IIA	41.1	31.0	26.0	21.4
C of Mt Saint Joseph-on-the-Ohio, IIB	27.3	22.0	17.8	16.4
U of Steubenville*, IIB	25.2	20.3	16.8	—
C of Wooster, IIB	32.1	24.8	20.6	17.5
Columbus C of Art & Design, IIC	24.5	20.9	18.2	15.5
Columbus Tech Inst, IV				20.7
Defiance C, IIB	22.2	19.3	18.7	—
Denison U, IIB	34.8	28.5	21.7	19.3
Dyke C, IIC		—	17.0	14.4
Edison St CC, III		23.2	21.7	19.3
Findlay C, IIB	26.9	21.6	18.9	16.0
Hebrew Union C, IIC	40.7	27.8	—	
Heidelberg C, IIB	26.3	20.5	18.7	—
Hiram C, IIB	28.3	22.7	19.8	—
Hocking Tech C, IV				16.2
Jefferson Tech C, III		25.1	19.3	18.4
John Carroll U*, IIA	31.7	26.8	22.4	20.8
Kent St U, I	38.2	29.0	24.4	18.0
Ashtabula, III		26.8	24.0	—
E Liverpool, III			21.3	—
Salem, III	—	—	23.0	
Stark County, III	—	28.2	24.5	—
Trumbull, III	—	27.5	22.7	—
Tuscaraws, III	—	27.0	17.6	—
Kenyon C, IIB	41.1	29.9	22.9	19.0
Lakeland CC, IV				29.5
Lorain County CC, III	33.3	31.9	25.0	19.9
Lourdes C, IIB			—	15.9
Malone C, IIB	21.6	17.9	14.7	—
Marietta C, IIB	28.7	23.5	21.3	—
Marion Tech C, IV				21.7
Methodist Theol Sch of Ohio, IIC	25.2	—	—	
Miami-Jacobs JC of Business, IV				11.0
Miami U				
Hamilton, III	—	27.7	21.9	21.5
Middletown, III	—	27.5	23.2	24.1
Oxford, I	38.7	29.3	23.5	20.8
Mt Union C, IIB	29.3	23.6	18.7	17.1
Mt Vernon Nazarene C, IIB	23.4	20.4	17.7	16.3
Muskingum Area Tech C, III	—	21.8	20.6	—
Muskingum C, IIB	30.7	24.8	21.8	—
Northwest Tech C, IV				18.6
Notre Dame C*, IIB	—	—	—	13.2
Oberlin C, IIB	38.8	28.9	22.9	19.4
Ohio C Podiatric Medicine, IIC	—	31.1	26.5	
Ohio Dominican C, IIB	24.4	20.5	17.4	—
Ohio Northern U, IIB	30.9	24.9	21.5	18.1
Ohio St U, I	44.7	33.1	28.1	20.7
Lima, III		29.2	24.8	
Mansfield, III	—	29.9	24.2	—
Marion, III	—	28.9	22.2	—
Newark, III		28.8	24.8	—
Ohio U, I	36.1	28.4	23.3	18.3
Belmont, III		28.2	24.6	
Chillicothe, III		26.2	21.5	—
Lancaster, III		25.7	20.9	—
Zanesville, III	—	24.8	20.2	—
Ohio Wesleyan U, IIB	32.0	24.4	20.9	—
Pontifical C Josephinum, IIC	11.9	11.4	8.6	
Shawnee St CC, III		24.8	22.1	18.7
Sinclair CC, III	25.1	19.9	17.4	11.3
Southern Ohio C, IV				13.8
Stark Tech C, III		28.8	21.0	18.3
Terra Tech C, IV				16.8
United Theol Sem, IIC	23.5	—	—	
U of Akron, I	38.2	30.4	25.0	20.9
Wayne General & Tech C, III	—	—	18.7	—
U of Cincinnati, I	41.4	31.4	25.5	18.1
Clermont General & Tech C, III	—	—	22.9	—
Raymond Walters C, III	35.0	29.4	22.2	17.0
U of Dayton, IIA	33.1	28.5	22.9	16.5
U of Toledo, I	37.8	29.6	24.3	20.5
Urbana C, IIB	20.2	—	15.5	—
Ursuline C, IIB	—	19.6	19.4	18.1
Walsh C, IIB	24.5	20.3	18.7	16.8
Wilmington C, IIB	25.2	22.0	17.8	15.2
Wittenberg U, IIB	34.1	27.5	22.2	18.6
Wright St U, IIA	36.1	27.6	23.2	17.7
W Ohio Branch, III	—	—	21.5	18.5
Xavier U, IIA	34.3	27.8	23.2	18.1
Youngstown St U, IIA	36.2	30.3	24.6	19.5

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FACT-FILE—Continued

OKLAHOMA

	Prof	Assoc Prof	Asst Prof	Inst
Bacone C, III		—	16.6	14.1
Bethany Nazarene C, IIB	25.0	21.9	20.0	17.0
Cameron U, IIB	31.3	27.9	24.4	18.6
Carl Albert JC, IV				22.8
Central St U, IIA	34.8	31.6	28.5	22.5
E Central Okla St U, IIB	32.5	29.7	25.8	21.1
E Oklahoma St C, IV				24.6
Langston U, IIB	31.5	27.0	24.7	21.5
Midwest Christian C, IIC	17.7			
Murray St C, IV				23.3
NE Oklahoma A&M C, IV				24.4
NE Oklahoma St U, IIA	31.1	26.6	23.2	19.3
N Oklahoma C, IV				23.6
Oklahoma Baptist U, IIB	27.1	22.9	19.4	16.0
Okla Christian C, IIB	29.4	26.4	21.5	17.9
Oklahoma City CC, IV				24.6
Oklahoma City U, IIA	28.8	21.9	20.6	14.1
Okla Panhandle St U, IIB	29.3	26.8	23.7	21.9
Oklahoma St U, I	37.0	27.9	23.8	17.7
Tech Inst, III	—	26.1	22.4	20.3
Oscar Rose JC, IV				24.6
Phillips U, IIA	26.1	22.1	20.2	—
Rogers St C, IV				22.7
Saint Gregory's C*, IV				20.4
Sayre JC, IV				21.8
Seminole JC, IV				23.3
SE Oklahoma St U, IIA	30.5	27.2	23.5	20.1
SW Oklahoma St U, IIA	34.2	31.9	29.1	22.7
Tulsa JC, IV				24.6
U of Oklahoma, I	38.6	29.3	23.6	15.5
U of Science & Arts of Oklahoma, IIB	—	29.8	26.4	21.9
U of Tulsa, IIA	39.7	30.5	23.0	20.3
W Oklahoma St C, IV				23.5

OREGON

	Prof	Assoc Prof	Asst Prof	Inst
Blue Mountain CC, IV				25.4
Central Oregon CC, III	29.9	26.2	23.2	20.5
Clackamas CC, IV				20.7
Clatsop CC, IV				24.5
Columbia Christian C, IIB	—	17.6	—	—
Concordia C, IIB	—	—	18.6	—
E Oregon St C, IIB	29.7	25.0	20.6	15.9
George Fox C, IIB	23.7	19.9	16.2	—
Lewis & Clark C, IIA	39.1	27.3	20.3	
Linfield C, IIB	29.1	23.7	18.9	—
Linn-Benton CC, IV				25.5
Mt Angel Sem, IV				13.5
Mt Hood CC, IV				28.3
Pacific NW C of Art, IIC				15.8
W Oregon St C, IIC	29.3	24.7	21.8	—
Oregon Inst of Tech, IIC	32.7	28.1	24.0	20.1
Oregon St U, I	35.6	27.7	23.4	17.1
Pacific U, IIB	29.4	23.5	19.4	
Portland CC, IV				25.1
Portland St U, IIA	32.9	26.7	23.1	19.1
Reed C, IIB	36.0	27.0	22.2	
Rogue CC, IV				22.1
S Oregon St C, IIA	29.7	25.1	20.3	17.7
SW Oregon CC, III	30.4	24.6	20.9	
Treasure Valley CC, IV				21.7
Umpqua CC, IV				23.4
U of Oregon, I	35.8	26.6	22.7	18.8
Warner Pacific C, IIB	—	19.8	17.8	—
W Cons Baptist Sem, IIC	26.8	22.3	—	—
W Evangelical Sem, IIC	23.2			
Western States Chiropractic C, IIC	—	—	18.0	—
Willamette U, IIB	34.1	26.0	21.6	—

PENNSYLVANIA

	Prof	Assoc Prof	Asst Prof	Inst
Albright C, IIB	34.4	27.9	23.0	20.4
Allentown C of Saint Francis de Sales, IIB	27.6	22.7	20.0	17.0
Art Inst of Pittsburgh, IV				16.7
Beaver C, IIB	32.4	25.6	20.4	14.0
Bryn Mawr C, I	38.9	30.4	24.0	—
Bucknell U, IIA	41.0	31.9	24.5	—
Butler County CC, III	29.2	26.7	21.8	18.2
California U, IIA	35.5	29.4	24.1	17.7
Carlow C*, IIB	30.0	22.4	17.8	15.7
Carnegie-Mellon U, I	48.2	32.7	28.2	22.3
Cedar Crest C, IIB	27.1	20.2	18.2	—
Chestnut Hill C, IIB	—	—	16.2	—
Clarion U, IIA	35.9	29.6	23.6	19.4
Venango, III	—	—	23.7	—
C Misericordia, IIB	—	21.1	18.0	14.8
CC of Allegheny County				
Allegheny, III	28.2	25.2	21.6	—
Boyce, III	27.6	25.8	21.7	—
North, III	—	21.4	19.6	—
South, III	27.2	23.6	20.0	
Del Valley C of Science & Agriculture, IIB	31.0	26.0	22.6	19.1
Dickinson C, IIB	37.0	28.4	22.0	20.3
Drexel U, IIA	42.9	30.9	26.8	20.2
Duquesne U*, IIA	32.7	25.0	20.6	16.7
E Stroudsburg U, IIA	35.5	28.9	23.7	—
E Baptist Theol Sem, IIC	27.7	—	—	
Eastern C, IIB	27.2	22.9	19.1	—
Edinboro U, IIA	35.5	29.5	24.1	
Elizabethtown C, IIB	31.3	27.4	23.1	—
Franklin and Marshall C, IIB	40.8	31.3	21.5	17.8
Gannon U, IIA	30.7	26.8	23.4	16.8
Geneva C, IIB	27.2	23.3	19.0	—
Gettysburg C, IIB	37.3	28.6	21.9	21.0
Gwynedd-Mercy C, IIB	—	18.7	17.3	15.3
Harrisburg Area CC, III	30.9	27.1	23.3	17.7
Haverford C, IIB	39.2	30.5	23.7	21.9
Immaculata C*, IIB	26.1	24.9	—	—
Indiana U of Pa, IIA	35.5	29.1	23.3	17.3
Juniata C, IIB	32.7	25.1	21.7	—
Keystone JC, III	23.9	19.3	18.3	15.4
King's C, IIB	29.3	25.0	21.7	—
Lafayette C, IIB	43.5	32.0	25.5	22.8
Lancaster Bible C, IIC	—	—	15.9	
Lancaster Theol Sem, IIC	13.4			
La Roche C, IIB	—	23.2	19.9	—
La Salle C, IIB	36.7	29.8	24.6	20.0
Lebanon Valley C, IIB	28.3	22.4	20.1	—
Lehigh U, I	43.7	32.1	26.0	—
Lincoln U, IIB	28.4	22.9	18.6	15.4
Lutheran Theol Sem Philadelphia, IIC	29.7	—	—	
Lycoming C, IIB	31.4	25.2	20.5	18.3
Mansfield U, IIA	35.7	29.1	23.0	18.6
Marywood C, IIA	26.4	23.1	18.9	17.5
Mercyhurst C, IIB	26.5	22.9	20.1	17.4
Messiah C, IIB	27.6	25.0	22.9	17.3
Millersville U, IIA	33.7	29.1	23.5	19.1
Montgomery Co CC, III	32.2	27.8	22.3	18.2
Moravian C, IIB	32.5	25.5	21.2	18.0

PENNSYLVANIA—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Mt Aloysius JC, III		16.7	18.5	15.2
Muhlenberg C, IIB	33.9	26.3	21.4	—
Northampton County Area CC, III	27.1	24.2	21.3	17.7
Neumann C, IIB	—	23.3	—	17.4
Pa C of Optometry, I	—	30.6	24.9	—
Pa C Podiatric Med, IIC	40.7	—	25.3	—
Pennsylvania St U, I	41.3	30.6	25.2	16.9
4-year campuses, IIA	34.4	30.3	24.0	20.1
2-year campuses, III	32.4	27.4	22.0	18.7
Philadelphia C of Art, IIC	28.8	21.3	17.3	
Philadelphia C of the Bible, IIC	17.7	14.2	14.0	12.2
Philadelphia C of Pharmacy & Science, IIC	36.1	27.4	23.2	19.0
Philadelphia C of Textiles & Science, IIB	36.1	29.0	24.6	—
Point Park C, IIB	25.8	21.1	17.5	14.6
Reading Area CC, III	25.1	—	—	—
Saint Joseph's U, IIB	35.4	29.0	22.5	18.0
Seton Hill C, IIB	26.9	23.5	18.3	15.3
Shippensburg U, IIA	35.5	28.8	23.5	—
Slippery Rock U, IIA	35.6	29.1	23.4	18.6
Susquehanna U, IIB	32.7	26.3	21.7	20.3
Swarthmore C, IIB	44.4	32.6	24.3	—
Temple U, I	40.0	30.5	24.6	19.1
Thiel C, IIB	26.6	22.9	19.4	—
U of Pennsylvania, I	49.1	34.5	28.5	
U of Pittsburgh, I	43.6	30.9	24.4	17.2
Bradford, IIB	—	26.4	21.5	16.3
Greensburg, III	—	23.3	21.3	15.8
Johnstown, IIB	32.7	27.3	22.3	17.5
Titusville, III		23.2	—	—
U of Scranton, IIA	31.9	26.8	23.3	21.9
Ursinus C, IIB	31.1	25.5	21.0	—
Villa Maria C*, IIC	—	18.6	17.7	—
Villanova U, IIA	40.3	31.7	25.7	18.9
Washington and Jefferson C, IIB	30.4	25.6	22.0	20.9
Waynesburg C, IIB	22.4	18.9	—	—
West Chester U, IIA	35.6	29.2	23.6	19.7
Westminster C, IIB	30.3	23.9	20.7	—
Westmoreland Co CC, III	—	23.9	22.5	16.9
Widener U, IIA	37.1	29.8	23.2	20.3
Wilkes C, IIA	30.5	25.0	20.3	—
Williamsport Area CC, III	24.9	24.4	23.1	20.9
Wilson C, IIB	26.5	22.1	16.8	
York C of Pa, IIB	37.7	30.3	24.6	19.8

RHODE ISLAND

	Prof	Assoc Prof	Asst Prof	Inst
Barrington C, IIB	21.4	19.3	17.5	—
Brown U, I	45.3	31.6	24.6	—
Bryant C of Business Administration, IIC	36.9	32.7	26.9	25.0
CC of Rhode Island, III	28.6	24.4	21.1	14.2
Rhode Island C, IIA	31.7	25.8	22.4	18.0
RI Sch of Design, IIC	35.8	28.2	22.1	—
Salve Regina–Newport C, IIB	28.0	23.3	19.8	16.1
U of Rhode Island, I	35.8	28.4	24.9	17.6

SOUTH CAROLINA

	Prof	Assoc Prof	Asst Prof	Inst
Aiken Tech C, IV				20.2
Anderson C, IV				19.1
Baptist C at Charleston, IIB	21.0	18.4	15.0	—
Beaufort Tech C, IV				18.6
Benedict C, IIB	24.8	17.8	15.6	13.2
Central Wesleyan C, IIB	17.4	15.3	—	—
Chesterfield-Marlboro Tech C, IV				19.3
Citadel Military C, IIA	33.7	27.2	23.0	19.4
Clemson U, I	39.1	30.0	24.6	15.7
Clinton JC, IV				7.5
Coker C, IIB	25.1	20.0	17.5	
C of Charleston, IIA	31.1	26.8	21.8	—
Columbia Bible C, IIC				21.3
Columbia C, IIB	22.6	19.7	17.7	16.1
Denmark Tech C, IV				15.3
Florence Darlington Tech C, IV				18.8
Francis Marion C, IIB	32.7	25.7	21.2	15.5
Furman U, IIB	31.7	24.8	20.3	16.9
Greenville Tech C, IV				19.6
Lander C, IIB	30.9	25.4	20.6	—
Limestone C, IIC	21.4	19.7	16.2	—
Lutheran Theol Southern Sem, IIC	22.3	—	—	
Midlands Tech C, IV				20.1
Morris C, IIB	18.6	17.2	14.9	13.2
Newberry C, IIB	21.9	19.0	16.5	—
North Greenville C, III	—	16.1	—	13.2
Orangeburg Calhoun Tech C, IV				17.9
Piedmont Tech C, IV				18.1
Presbyterian C, IIB	27.6	21.3	19.6	—
South Carolina St C, IIB	32.6	27.5	22.7	17.4
Spartanburg Tech C, IV				18.4
Sumter Area Tech C, IV				18.8
Tri-County Tech C, IV				18.9
Trident Tech C, IV				18.0
U of South Carolina				
Aiken, IIB	30.2	24.2	19.8	—
Beaufort, III	—	20.9	18.2	—
Coastal Carolina, IIB	28.5	23.7	21.1	16.8
Columbia, I	39.3	28.8	23.5	17.9
Lancaster, III		22.6	19.8	
Spartanburg, IIB	29.7	24.3	20.8	18.4
Sumter, III	—	22.6	19.5	—
Voorhees C, IIB	21.8	18.2	15.7	13.3
Williamsburg Tech C, IV				18.3
Winthrop C, IIA	33.9	28.0	22.5	16.1
Wofford C, IIB	31.8	24.7	20.3	17.6
York Tech C, IV				19.4

SOUTH DAKOTA

	Prof	Assoc Prof	Asst Prof	Inst
Augustana C, IIB	26.5	22.0	17.7	16.7
Black Hills St C, IIB	26.7	21.9	19.3	14.8
Dakota St C, IIB	20.7	21.1	18.2	15.4
Dakota Wesleyan U, IIB	24.6	21.0	17.8	14.6
National C, IV				17.5
North American Baptist Seminary, IIC	—	18.8	—	—
Northern St C, IIB	25.5	22.1	20.0	19.3
Oglala Lakota C, IV				20.6
Presentation C, IV				17.0
Sioux Falls C, IIB	22.2	19.8	18.6	—

SOUTH DAKOTA—Continued

	Prof	Assoc Prof	Asst Prof	Inst
South Dakota Sch of Mines & Tech, IIC	31.3	25.3	22.3	—
South Dakota St U, IIA	28.5	23.8	19.9	18.4
U of South Dakota, I	30.3	24.2	20.5	16.2
Springfield, III	27.0	23.2	20.8	17.9
Yankton C, IIB	—	18.3	15.2	15.5

TENNESSEE

	Prof	Assoc Prof	Asst Prof	Inst
Aquinas JC*, IV				13.5
Austin Peay St U, IIA	28.4	22.1	13.7	14.4
Belmont C, IIB	27.8	22.9	20.7	17.7
Bethel C, IIB	21.1	16.8	—	—
Bryan C, IIB	22.9	19.4	17.4	—
Chattanooga St Tech CC, III	—	24.1	22.0	20.5
Christian Brothers C, IIB	28.3	22.2	19.9	—
Cleveland St CC, III	23.8	21.2	18.2	15.6
Columbia St CC, III	—	23.0	21.2	17.0
Cumberland C, IV				15.9
David Lipscomb C, IIB	26.6	21.9	18.9	15.0
Dyersburg St CC, III	—	20.9	19.5	16.5
East Tennessee St U, IIA	31.1	25.9	20.9	17.3
Fisk U, IIB	23.7	19.6	15.5	13.7
Jackson St CC, III	23.7	20.2	18.3	16.3
King C, IIB	24.1	20.4	17.6	—
Lee C, IIB	22.0	21.1	18.0	15.8
Lincoln Memorial U, IIB	21.8	17.5	15.5	13.7
McKenzie C, IV				11.8
Maryville C, IIB	23.5	18.3	16.8	14.4
Memphis St U, I	31.9	25.1	20.6	15.9
Mid-South Bible C, IIC				18.9
Middle Tenn St U, IIA	30.7	25.9	21.3	17.5
Milligan C, IIB	22.9	19.5	16.2	
Motlow St CC, III	—	21.5	19.6	19.4
Nashville St Tech Inst, III	23.8	21.2	18.3	16.5
Scarritt C, IIC	—	30.3		
Shelby St CC, III	23.7	19.5	16.1	15.3
Southern C of Optometry, IIC	34.0	32.1	—	—
Southern C of Seventh-Day Advent, IIB	18.7	17.9	16.6	14.4
Southwestern at Memphis, IIB	32.1	26.9	21.2	—
St Tech Inst				
Knoxville, III	—	20.4	17.7	15.6
Memphis, III	24.5	21.3	18.6	16.3
Tennessee St U, IIA	30.3	23.8	21.0	16.9
Tennessee Tech U, IIA	31.4	24.8	21.4	17.4
Tenn Wesleyan C, IIB	—	14.5	13.0	—
Tomlinson C, IV				16.8
Tri-Cities St Tech Inst, III		—	20.0	17.2
Tusculum C, IIB	—	15.5	14.1	—
Union U, IIB	25.3	21.4	19.4	17.0
U of the South, IIB	34.0	28.0	22.2	20.8
U of Tennessee				
Chattanooga, IIA	29.8	25.1	19.9	16.2
Institute of Ag, IIA	33.7	28.2	24.3	—
Knoxville, I	33.8	26.3	22.0	16.0
Martin, IIB	26.7	24.2	21.2	15.0
Vanderbilt U, I	43.8	30.6	24.0	22.5
Volunteer St CC, III	25.9	21.4	18.9	16.6

TEXAS

	Prof	Assoc Prof	Asst Prof	Inst
Abilene Christian U, IIA	30.0	26.2	22.9	17.8
Amarillo C, III	29.5	26.3	25.8	23.2
Angelina C, IV				23.0
Angelo St U, IIA	34.0	30.5	26.3	19.5
Austin CC, IV				24.3
Baylor U, I	39.6	29.8	25.8	20.3
Bee County C, IV				21.5
Bishop C, IIB	20.2	18.8	17.0	13.4
Cisco JC, IV				20.2
C of the Mainland, IV				28.8
Corpus Christi St U, IIA	34.5	27.8	23.9	—
Dallas Baptist C, IIB	28.7	22.9	19.3	—
Del Mar C, III	34.8	29.3	26.1	22.7
East Texas St U, IIA	34.7	28.3	24.0	20.4
El Paso County CC, IV				23.8
Frank Phillips C, IV				27.3
Galveston C, IV				25.5
Gulf Coast Bible C, IIB	21.5	—	—	16.9
Hardin-Simmons U, IIA	26.7	22.4	19.4	17.7
Henderson Co JC, IV				21.1
Hill JC, IV				20.3
Houston Baptist U, IIB	27.9	25.2	22.5	20.4
Huston-Tillotson C, IIB	24.1	16.9	16.1	—
Jarvis Christian C, IIB	25.7	20.7	19.7	15.1
Kilgore C, IV				24.9
Laredo JC, IV				23.8
Laredo St U, IIB	31.0	29.0	24.6	—
Lee C, IV				27.9
Lon Morris C, IV				19.7
McLennan CC, IV				14.4
McMurry C, IIB	25.0	20.5	19.8	16.3
North Harris Co C, IV				26.9
North Texas St U, I	36.8	29.5	25.4	21.7
Our Lady of Lake U, IIA	25.4	22.4	19.2	13.9
Pan American U, IIA	35.3	29.5	24.3	20.1
Paul Quinn C, IIB	18.0	16.0	14.2	—
Rice U, I	45.4	33.3	26.0	23.7
Saint Edward's U, IIB	28.2	21.4	17.4	15.6
Saint Philip's C, III	—	29.5	25.6	22.7
Sam Houston St U, IIA	35.4	30.1	25.4	19.2
San Antonio C, III	31.9	28.9	26.0	22.6
South Plains C, III	29.8	28.0	25.3	21.8
S Texas C of Law, IIC	49.2	38.2	—	
Southern Methodist U, I	44.7	31.4	25.5	
SW Texas St U, IIA	35.4	30.0	24.1	18.7
SW Assemblies of God C, IIC	—	—	17.2	—
Southwestern U, IIB	35.6	27.1	23.4	—
Stephen F Austin St U, IIA	34.3	28.4	23.6	19.4
Sul Ross St U, IIA	32.8	28.0	21.6	17.7
Tarleton State U, IIA	32.6	27.3	23.9	18.9
Tarrant County JC, III	30.7	29.1	26.5	23.8
Texas A & I U, IIA	33.0	26.9	22.7	16.8
Texas A & M U, I	42.1	33.2	27.5	19.1
Galveston, IIB	—	25.0	21.9	18.3
Texas Christian U, I	40.2	30.5	25.0	21.7
Texas Lutheran C, IIB	26.3	22.8	20.3	—
Texas Southern U, IIA	32.8	28.0	22.3	18.3
Texas Southmost C, IV				23.8
Texas St Tech				
Amarillo, III	24.2	22.2	19.6	
Rio Grande, III		—	23.5	20.7
Sweetwater, III	—	21.4		19.8
Waco, IV				22.1
Texas Tech U, I	39.5	30.2	24.6	16.9

TEXAS—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Texas Wesleyan C, IIB	27.0	24.9	21.9	17.6
Texas Woman's U, I	36.8	30.4	24.1	21.3
Trinity U, IIA	40.4	30.7	24.4	21.2
Tyler JC, IV				24.2
U of Dallas, IIA	29.7	27.0	21.8	—
U of Houston				
Central Campus, I	43.3	30.9	25.7	20.4
Clear Lake City, IIA	37.0	30.6	26.4	25.1
U of Saint Thomas*, IIA	23.6	21.4	20.3	—
U of Texas				
Arlington, IIA	39.0	30.3	24.5	20.4
Austin, I	44.0	30.6	26.2	18.4
Dallas, I	43.3	31.0	24.8	
El Paso, IIA	35.6	29.6	23.7	18.1
Permian Basin, IIA	32.9	27.9	23.9	—
Tyler, IIA	33.3	27.3	22.6	19.3
Vernon Regional JC, IV				20.7
West Texas St U, IIA	33.6	27.8	23.0	18.6
Wharton County JC, IV				24.6

UTAH

	Prof	Assoc Prof	Asst Prof	Inst
C of Eastern Utah, IV				21.5
Dixie C, IV				22.2
Snow C, III	28.0	24.9	20.9	16.9
Southern Utah St C, IIB	27.7	23.5	19.9	17.0
U of Utah, I	38.2	27.6	22.6	15.0
Utah State U, I	33.4	26.5	22.1	19.2
Utah Tech C				
Provo, IV				21.6
Salt Lake City, IV				21.4
Weber State C, IIB	30.3	24.9	22.2	18.0
Westminster C, IIB	21.3	19.2	18.5	—

VERMONT

	Prof	Assoc Prof	Asst Prof	Inst
Castleton St C, IIB	27.4	24.3	21.8	20.1
Champlain C, III	26.4	21.3	19.7	—
Green Mountain C, IIB	—	19.8	16.0	—
Johnson St C, IIB	27.9	25.5	21.9	—
Lyndon State C, IIB	22.1	19.7	17.7	—
Marlboro C, IIB				18.4
Middlebury C, IIB	40.3	27.9	22.4	20.8
Norwich U, IIB	30.2	24.6	21.4	15.9
Saint Michael's C*, IIA	29.6	24.0	19.4	—
Sch for Intl Training, IIA				14.5
Southern Vermont C, IIB				15.2
Trinity C, IIB	—	19.4	17.9	16.6
U of Vermont, I	38.0	29.3	23.5	
Vermont Tech C, III	26.3	24.1	21.3	19.3

VIRGINIA

	Prof	Assoc Prof	Asst Prof	Inst
Averett C, IIB	23.2	19.6	17.4	
Bridgewater C, IIB	25.9	21.1	18.4	—
Christopher Newport C, IIB	27.4	23.1	21.4	18.7
C of William and Mary, I	33.3	27.3	21.8	17.0
Richard Bland C, III	—	23.0	18.8	
Eastern Mennonite C & Sem, IIB	20.7	17.7	15.2	14.4
Emory and Henry C, IIB	25.0	21.8	19.4	—
Ferrum C, III	26.5	23.2	19.6	15.4
George Mason U, IIA	36.4	27.0	22.7	21.2
Hollins C, IIB	34.9	28.4	21.3	—
James Madison U, IIA	30.2	25.2	21.8	17.1
Longwood C, IIB	30.0	25.0	20.1	18.1
Lynchburg C, IIA	29.5	23.3	19.8	—
Mary Baldwin C, IIB	27.9	21.8	19.3	18.8
Mary Washington C, IIB	29.0	25.4	20.3	18.1
Norfolk State U, IIA	30.8	26.3	21.7	16.3
Old Dominion U, IIA	35.7	26.4	22.6	17.6
Protestant Episcopal Theol Sem in Va, IIC	23.0	—	—	
Radford U, IIA	30.4	24.6	20.8	17.9
Randolph-Macon C, IIB	29.3	24.3	19.8	—
Randolph-Macon Woman's C, IIB	29.8	23.5	19.8	—
Roanoke C, IIB	32.0	24.8	20.6	—
Saint Paul's C, IIB	18.1	17.8	—	14.7
Shenandoah C and Consv of Music, IIB	22.8	20.1	17.5	13.6
Southern Sem JC, IV				15.7
Sweet Briar C, IIB	32.5	25.6	20.0	—
Union Theol Sem Va, IIC	25.5	—	—	
U of Richmond, IIA	38.4	29.8	23.8	17.8
U of Virginia, I	45.6	30.9	23.4	19.6
Clinch Valley C, IIB	27.1	21.7	18.6	—
Virginia Intermont C, IV				15.5
Virginia Military Inst, IIB	32.4	26.7	22.8	19.3
Virginia Poly Inst and St U, I	40.7	29.9	24.7	18.9
Virginia St CC System				
Dabny Lancaster, III	—	23.0	20.1	—
J Sargnt Reynolds, III	24.7	22.4	19.8	17.1
New River, III	25.8	23.0	19.1	15.5
Northern Va, III	27.1	24.3	21.0	17.7
Piedmont Va, III	25.7	21.3	19.0	15.9
SW Virginia, III	24.3	22.8	20.3	17.2
Tidewater, III	24.8	22.6	19.4	16.8
Va Highlands, III	—	22.9	19.8	16.0
Virginia St U, IIA	28.4	24.7	20.7	17.8
Virginia Union U, IIB	23.6	19.3	17.4	15.8
Virginia Wesleyan C, IIB	26.9	24.9	19.9	—
Washington and Lee U, IIB	37.1	28.0	25.0	—

WASHINGTON

	Prof	Assoc Prof	Asst Prof	Inst
Central Wash U, IIA	32.8	27.4	22.9	—
Cornish Inst, IV				12.9
Eastern Wash U, IIA	31.9	27.7	21.9	—
Evergreen St C, IV				29.7
Fort Steilacoom CC, IV				26.3
Gonzaga U, IIA	36.0	27.8	21.0	18.3
Grays Harbor C, IV				27.0
Highline CC, IV				26.1
Lower Columbia C, IV				24.0
Northwest C of the Assemblies of God, IIC	—	—	19.7	—
Olympic C, IV				26.2
Pacific Lutheran U, IIA	31.8	25.8	21.4	—
Peninsula C, IV				26.7
Seattle CC District				
North Seattle CC, IV				27.0
Seattle Central CC, IV				27.2
South Seattle CC, IV				26.4
Seattle Pacific U, IIB	28.9	25.3	21.6	17.6
Seattle U*, IIA	31.9	26.3	22.4	20.9
Shoreline CC, III	26.2			21.7

WASHINGTON—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Skagit Valley C, IV				24.2
Tacoma CC, IV				29.7
U of Puget Sound, IIA	34.1	27.4	22.7	18.4
U of Washington, I	40.8	29.3	25.5	—
Walla Walla C, IIB	22.7	21.5	20.6	18.8
Washington St U, I	37.2	28.6	24.9	18.8
Wenatchee Valley C, IV				23.4
Whatcom CC, IV				24.3
Whitman C, IIB	36.1	29.3	24.6	21.2
Whitworth C, IIA	30.6	25.0	20.9	—
Yakima Valley CC, IV				28.2

WEST VIRGINIA

	Prof	Assoc Prof	Asst Prof	Inst
Alderson-Broaddus C, IIB	—	20.8	17.4	14.8
Bethany C, IIB	26.2	22.0	18.5	—
Bluefield St C, IIB	24.0	21.4	18.0	14.6
Davis and Elkins C, IIB	23.3	19.9	17.8	16.0
Fairmont St C, IIB	26.0	20.9	18.5	16.6
Glenville St C, IIB	23.6	21.3	18.5	16.6
Marshall U, IIA	27.4	22.7	19.8	15.6
Ohio Valley C, III		—	15.5	—
Parkersburg CC, III	23.2	20.2	17.0	15.7
Potomac St C, III	26.7	21.6	19.0	14.7
Salem C, IIB	—	18.0	15.9	14.4
Shepherd C, IIB	27.1	22.8	20.3	17.4
S West Virginia CC, III	—	21.7	17.8	14.3
U of Charleston, IIB	21.4	17.7	17.7	
West Liberty St C, IIB	25.6	21.3	19.0	16.7
West Virginia C of Grad Studies, IIC	30.7	26.7	—	
West Virginia Inst of Tech, IIB	26.6	22.1	19.5	16.8
West Virginia N CC, III	21.9	18.8	16.7	14.2
West Virginia St C, IIB	25.7	21.8	18.8	16.2
West Virginia U, I	32.1	25.9	20.5	15.7
W Va Wesleyan C, IIB	25.7	22.0	19.2	16.7
Wheeling C, IIB	25.2	20.9	17.8	—

WISCONSIN

	Prof	Assoc Prof	Asst Prof	Inst
Alverno C, IIB	25.2	21.6	17.7	16.3
Beloit C, IIB	29.1	24.3	20.5	
Blackhawk Tech Inst, IV				23.5
Carroll C, IIB	29.8	25.5	21.9	
Carthage C, IIB	27.4	22.5	17.9	16.3
Concordia C, IIB	—	17.8	15.7	—
District One Tech Inst, IV				26.8
Edgewood C, IIB	23.1	18.5	16.3	
Gateway Tech Inst, IV				22.7
Inst of Paper Chem, IIC	40.6	36.6	30.3	—
Lakeland C, IIB	—	—	16.4	—
Lawrence U, IIB	35.5	29.5	22.0	
Marian C Fond du Lac, IIB	—	—	17.7	15.3
Marquette U, I	40.3	31.1	25.1	20.0
Mid-State Tech Inst, IV				11.6
Milwaukee Area Tech C, IV				31.5
Milwaukee Sch of Engineering, IIB	30.3	26.3	21.7	19.6
Moraine Park Tech Inst, IV				24.1
Mt Mary C, IIB	—	22.0	18.0	—
Mt Senario C, IIB	—	17.2	15.2	—
Nicolet C & Tech Inst, IV				24.2
N Central Tech Inst, IV				24.3
NE Wis Tech Inst, IV				24.9
Northland C, IIB	20.8	18.1	16.2	—
Ripon C, IIB	32.8	25.2	19.9	—
Saint Norbert C*, IIB	32.2	27.2	21.1	—
U of Wisconsin				
Center System, III	28.7	24.1	20.5	17.2
Eau Claire, IIA	32.9	26.1	22.7	19.8
Green Bay, IIA	33.5	26.1	19.9	—
La Crosse, IIA	32.7	27.5	25.4	22.4
Madison, I	38.0	27.2	24.1	—
Milwaukee, I	37.8	27.5	23.3	20.8
Oshkosh, IIA	32.5	27.7	23.9	20.6
Parkside, IIA	35.4	26.9	21.9	
Platteville, IIA	31.2	26.9	24.0	—
River Falls, IIA	30.9	24.6	21.1	18.7
Stevens Point, IIA	30.9	25.3	22.8	19.1
Stout, IIA	31.2	25.8	22.1	19.9
Superior, IIA	33.7	25.6	21.0	—
Whitewater, IIA	32.1	27.0	23.5	19.8
Viterbo C, IIB	—	22.6	18.8	17.5
W Wis Tech Inst, IV				25.1
Wis Consv of Music, IV				17.2

WYOMING

	Prof	Assoc Prof	Asst Prof	Inst
Casper C, IV				27.9
Central Wyoming C, IV				24.1
E Wyoming C, IV				23.8
Laramie County CC, IV				27.2
Northwest CC, III	—	30.7	28.5	20.9
Sheridan C, IV				25.7
U of Wyoming, I	40.5	32.4	25.2	24.7
W Wyoming CC, III	37.6	34.5	30.9	23.4

GUAM

	Prof	Assoc Prof	Asst Prof	Inst
U of Guam, IIA	32.9	27.4	23.0	19.5

PUERTO RICO

	Prof	Assoc Prof	Asst Prof	Inst
American C of Puerto Rico, III	—	—	12.0	9.5
Antillian C, IIB	11.5	11.1	9.9	5.3
Bayamon Central U, IIB	18.5	—	14.0	11.0
Catholic U of Puerto Rico, IIB	22.3	17.3	15.2	12.9
Conservatory of Music of Puerto Rico, IIC		10.6	10.3	—
Arecibo Tech U C, III	24.1	20.0	16.6	13.0
Inter American U, IIA	15.6	16.7	14.3	11.9
Ponce Tech U C, III	—	20.5	16.6	12.6
Puerto Rico JC, III		14.9	12.8	10.8
Tech C San Juan, III		—		10.3
U of Puerto Rico				
Cayey U C, IIB	28.0	19.9	16.6	14.1
Humacao U C, IIB	—	20.4	17.3	13.1
U of the Sacred Heart, IIB	20.2	16.4	14.3	12.4

VIRGIN ISLANDS

	Prof	Assoc Prof	Asst Prof	Inst
C of Virgin Islands, IIB	31.2	26.6	21.8	18.7